DOCUMENT RESUME

ED 114 948 EA 007 689

TITLE	Salaries and Fringe Benefits, Professional Personnel, 1973-1974, and Addenda. A Study of the Salary and Fringe Benefits for Selected Professional Personnel in Western New York.
INSTITUTION	Western New York Regional Office for Educational Planning, Cheektowaga.
SPONS AGENCY	Erie County Board of Cooperative Educational Services 1, Cheektowaga, N.Y.
PUB DATE	74
NOTE	97p.
EDRS PRICE	MF-$0.76 HC-$4.43 Plus Postage
DESCRIPTORS	*Administrative Personnel; Contracts; Contract Salaries; Elementary Secondary Education; *Fringe Benefits; Health Insurance; Principals; *Professional Personnel; Sabbatical Leaves; *Salaries; Salary Differentials; *Teachers
IDENTIFIERS	*New York

ABSTRACT

To make this study more responsive to the needs of the negotiations process, many changes have been made since 1955 when the first salary study was conducted. These changes are the direct outcome of the many suggestions received from area educators. This year's study, for instance, has eliminated data on salaries of board of education personnel. It was found that these were not used in negotiations since they do not lend themselves to meaningful comparisons. A late request was made that board of cooperative educational services (BOCES) salaries be included in this study. This has been done, even though the questionnaire was not designed to include BOCES personnel. (Author)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED114948

SALARIES AND FRINGE BENEFITS

PROFESSIONAL PERSONNEL

1973 - 1974

A Study of the Salary and Fringe Benefits

for Selected Professional Personnel in Western New York

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

EA 007 689

The Western New York Regional Office for Educational Planning
Board of Cooperative Educational Services
First Supervisory District, Erie County
455 Cayuga Road
Cheektowaga, New York 14225

The work presented or reported herein was performed pursuant to a contract with the Board of Cooperative Educational Services, First Supervisory District of Erie County. However, the opinions expressed herein do not necessarily reflect the position or policy of the Board; no official endorsement by the Board should be inferred.

ACKNOWLEDGEMENT

The staff of the Western New York Regional Office for Educational Planning is grateful for the comments and suggestions of John Bauer, C. Leon Smith, Fred Vollmer, and the many other area educators who aided in the preparation of this study. A special note of thanks is extended to the school business administrators of Western New York who provided the information which made the report possible.

The assistance of Dr. Cornelius J. Foley is much appreciated, and a sincere thank you is in order to Marti Ernst and Gloria Santo for the preparation of the copy of this report.

PREFACE

One of the first requirements of the negotiations process is the need for comprehensive and accurate comparative information. This study is designed to help fill that need.

In order to make the Professional Salary and Fringe Benefit Study more responsive to the needs of the negotiations process, many changes have been made since 1955 when the first salary study was conducted. These changes are the direct outcome of the many suggestions we have received from area educators.

This year's study, for instance, has eliminated data on salaries of Board of Education personnel (Clerk, Treasurer, Auditor, etc.). It was found that these were not used in negotiations since they do not lend themselves to meaningful comparisons between districts on those salary positions. A need was also expressed to make the salary questionnaire brief in the interest of those who fill out these forms. A late request was also made that BOCES salaries be included in this study. This has been done; however, it might help to point out that the questionnaire was designed for local school districts. It was cumbersome to include BOCES salaries within this format. With next year's study, provisions will be made to report BOCES more adequately.

The value of this study stems from the wide participation of school districts. Every effort was made to include as many school districts as possible in the study. This year, several districts had not yet settled their salaries prior to our usual closing dates. The addenda reflects an effort to include as many districts as possible and yet get the study to you in January.

We welcome your comments and suggestions for further improvements in these studies.

Marilyn A. H. Rott
Finance and Legislation Specialist

Marlene M. Cook
Research Assistant

Rev. Anthony L. Almeida, S. J.
Research Assistant

DEFINITIONS

1. Administrative Personnel - Includes the chief school officer, associate/assistant superintendents, coordinator, directors or supervisors (system-wide responsibility), administrative assistants or interns, principals, assistant principals, and any others included in the administrator's bargaining unit.

2. Instructional Personnel - Includes all classroom teachers, department heads (responsibility in school), nurse-teachers, guidance counselors, dental hygienists, remedial teachers and any others included in the instructional bargaining unit.

3. F.T. - Full time, 30 or more hours per week; 10 or more months per year.

4. P.T. - Part time, less than 30 hours per week.

5. T.S. - Teacher's salary.

TABLE OF CONTENTS

Page

Acknowledgement ii

Preface iii

Definitions iv

SECTION A: Table 1: Data on Students, Administrative and Instructional Personnel 2

SECTION B: SALARIES OF PROFESSIONAL PERSONNEL

Table 2: Salaries of Central Administration Personnel 6

(A-110) Assistant or Deputy Chief School Administrator [Figure 1] 6
(A-110) Administrative Assistant [Figure 2] 7
(A-110) Administrative Intern 8
(A-120) Assistant (Deputy) Superintendent (Principal) for Instruction 8
(A-120) Director of Pupil Personnel Services 8
(A-120) Curriculum Development and Supervision 9
(A-130) Assistant Superintendent (Principal) for Business (Certified) 9
(A-130) Business Manager (Civil Service) 10
(A-140) Director of Educational Research 11
(A-150) Director of Personnel 11
(A-160) School-Community Relations Officer 12
BOCES Division Directors 12

Table 3: Salaries of Instructional Personnel, Regular Day Sc[illegible] 13

(A-211) Senior High School Principal 13
(A-211) Junior-Senior High School Principal 14
(A-211) Junior High School Principal 14
(A-211) Middle School Principal 15
(A-211) Elementary School Principal 15
(A-211) Assistant Senior High School Principal 17
(A-211) Assistant Junior-Senior High School Principal 17
(A-211) Assistant Junior High School Principal 18
(A-211) Assistant Middle School Principal 18
(A-211) Assistant Elementary School Principal 18
(A-212) Supervisor of Elementary Education (Curriculum) 19
(A-212) Supervisor of Secondary Education (Curriculum) 20
(A-212) Supervisor of Music 20
(A-212) Supervisor of Physical Education 20
(A-212) Other Supervisors 21
(A-211) Department Head - Art 22
(A-211) Department Head - English 22
(A-211) Department Head - Foreign Language 23
(A-211) Department Head - Math 24
(A-211) Department Head - Music 25
(A-211) Department Head - Physical Education 26
(A-211) Department Head - Social Studies 27
(A-211) Department Head - Industrial Arts 27
(A-211) Department Head - Science 28
(A-211) Department Head - Business Education 29
(A-211) Department Head - Home Economics 30
(A-211) Department Head - Reading 30
(A-211) Department Head - Others 30
(A-291) Director of Guidance 32
(A-291) Guidance Counselor 33
(A-292) Psychologist 34
(A-293) Attendance Supervisor (Officer) 35
(A-294) Physician 36
(A-294) Nurse - Teacher 37
(A-294) Nurse 39
(A-294) Dental Hygienist 39
(A-294) Aides (Classroom-Professional Certified Only) 40
(A-295) Social Worker 41
(A-295) Other 41
(A-220) Classroom Teachers 42

TABLE OF CONTENTS

Page

Table 4: Salaries of Instructional Personnel, Special School 48

(A-311) Director of Adult Education 48
(A-311) Director (Principal) of Summer School 49
(A-320) Adult Education Teacher 49
(A-320) Summer School Teacher 51
(A-320) Substitute Teacher 52

Table 5: Analysis of Teachers' Salaries by Steps 55

Table 6: A: Remuneration for Selected Extra Curricular Activities 57
B: Remuneration for Supervision of Selected Interscholastic Athletic Activities 57

Table 7: Analysis of Federally Funded Positions 58

SECTION C: FRINGE BENEFITS FOR ADMINISTRATIVE PERSONNEL

Table 8: Sick, Personal and Condolence Leave 62

Table 9: Sabbatical Leave and Recognition of Graduate Hours 64

Table 10: Health, Life and Other Insurance 65

SECTION D: FRINGE BENEFITS FOR INSTRUCTIONAL PERSONNEL

Table 11: Sick, Personal and Condolence Leave 68

Table 12: Sabbatical Leave and Recognition of Graduate Hours 70

Table 13: Health, Life and Other Insurance 72

ADDENDA 74

Allegany County - Belmont 74

Cattaraugus County - Cattaraugus 74

SECTION A

Page

Table 1: Data on Students, Administrative and Instructional Personnel 2

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

DISTRICT	STUDENTS					TEACHING PERSONNEL (A-220)				Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212)		Pupil Personnel Services (A-291,292, 293,294)	
	K (1/2 day)	K (full day)	1-6	7-12	TOTAL K - 12	K (1/2 day)	K-6	7-12	TOTAL K - 12	F.T.	P.T.	F.T.	P.T.
ALLEGANY COUNTY													
Andover		31	284	266	581		15	19	34	1*			
Angelica		21	194	229	444		11.7	14.8	26.5	1*	1		
Belfast		40	232	230	502		12	16	28			1	3
Bolivar		51	360	415	825		19	27	46	3			
Fillmore		69	512	485	1066		27	24	51	2		1	
Richburg		31	209	271	480		13	19	32	1	2	1	
Rushford		40	260	225	525		15	14	29	1	1	2	
Wellsville	164		1016	1175	2355	4	51	59	114	5		7	
CATTARAUGUS COUNTY													
Allegany	117		687	756	1560		38	44	82	3.6			
Ellicottville		66	387	409	862		20	27	47	4		1	9
Pioneer		258	1704	1640	3602		109	89	198	7		10	
Portville										4		3	2
Randolph		102	689	648	1439		36	38	74	3		2	
Salamanca		144	946	1093	2210 Other:27		56	60	116	8	2	7	
West Valley		27	254	243	524		13	21	34	1		2	
CHAUTAUQUA COUNTY													
Bemus Point	70		559	734	1363	2	26	47	75	4		3	
Brocton		59	498	525	1082		30	28	58	4*		2	2
Cassadaga Valley		125	836	836	1797		45	47	92	7		6	
Chautauqua	42		276	283	601	1	14	22	37	2.16			
Clymer		61	423	310	794		25	25	50	2*			
Dunkirk	210		1372	1718	3301	4.5	67.5	86	158	11		8	
Falconer	157		884	1050	2091	4	53	62	119	5	4	6	
Forestville			568	458	1026		28	29	57	2		2	
Fredonia	175		1225	1350	2750	3.5	54.4	72.1	130	7*		7.5	
Frewsburg		83	595	646	1324		36	34	70	4*		3	1
Jamestown	556		3622	3651	7829	2	203	227	432	24	3	21	
Mayville		44	354	423	821		24	24	48	3		2	
Panama		65	519	497	1081		25.5	24	49.5	3		2	1
Pine Valley		77	583	550	1210		29	34	63	3	1	3	2
Sherman	48		300	332	680	1	16	23	39	3		1	
Silver Creek	110		740	850	1700	3	40	45	88	3		4	
Southwestern	140		1167	1267	2574	4	60	86	150	8		3	
Westfield		69	631	644	1344		36	41	77	3*		5	
ERIE COUNTY													
Akron	150		965	980	2095	3	41	51	95	6		7	1
Alden	200		1489	1498	2987	4	63	81	144	7		8	3
Amherst #18	166		1144		1310	4	61		65	4*		1	
Amherst Central				JH:1257 SH:1492	2749			181	181	6		6	
Buffalo	4169		27822	28357	60348	79	1858	1244	3181	238		132	
Cheektowaga	221		1624	1911	3756	5	84	96	185	9	1	6	1
Clarence		235	1940	2322	4497		122.1	112.6	234.7	15		13	1
Cleveland Hill	126		918	1367	2411	4	49	84	137	7*	3	4	1.4
East Aurora	220		1452	1733	3405	5	74.6	89.5	169.1	11	2	10	3
Eden	165		1265	1350	2780	4.5	61.4	75.5	141.4	7		8	
Frontier	586		3253	3364	7203		174	161	335	15	1	18	
Gowanda	159		1063	1131	2353	3	59	61	123	6*		7	

*Includes Chief School Officer.

TABLE I: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL (continued)

DISTRICT	STUDENTS K (1/2 day)	STUDENTS K (full day)	STUDENTS 1-6	STUDENTS 7-12	STUDENTS TOTAL K - 12	TEACHING PERSONNEL (A-220) K (1/2 day)	TEACHING PERSONNEL (A-220) K-6	TEACHING PERSONNEL (A-220) 7-12	TEACHING PERSONNEL (A-220) TOTAL K - 12	Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212) F.T.	Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212) P.T.	Pupil Personnel Services (A-291,292, 293,294) F.T.	Pupil Personnel Services (A-291,292, 293,294) P.T.
Grand Island	301		1972	2112	4385		99	129	228	15*		10	
Griffith Institute	245		1500	1675	3420	6	84.7	84.6	175.3	9	1	12	3
Hamburg	384		2596	3004	5980		149	162	311	19	1	36	
Hopevale				70	70			8	8	1	1		1
Iroquois		250	1709	2057	4016		95	114	209	11	2	6	1
Kenmore	1130		7767	10315	19222 (incl.10 P.G.)	24.5	412.3	501.3	938.1	36	1	50	4
Lake Shore	300		2000	2100	4400	8	99	120	227	7		12	2
Lancaster	442		2998	3495	6935	10	151	172	333	19	2	27	
Maryvale	462		3053	3571	7086	9	141	175	325	16		17	3
North Collins	100		646	664	1410	3	35	37	75	4		4	1
Sloan	110	21	1042	1722	2895	2	50	78	130	6	1	9	2
Sweet Home	477		3369	3646	7492	2	190	209	401	19*		22	1
Tonawanda	272		1975	2670	4917	7	112	128	247	19		16	1
West Seneca	1166		7146	6964	15276		356	387	743	36		40	
Orchard Park	374		2507	2853	5734	1	143	153	296	18		16	
NIAGARA COUNTY													
Barker		100	730	675	1505		39	37	76	3*		4	1
Lewiston-Porter	250		2030	2315	4595	5	98	123	226	15		7	
Lockport	462		3088	3062	6612	1	171	174	346	21*	15	6	
Newfane	187		1325	1247	2759	4.5	65	69	138.5	9*		5	
Niagara Falls	1035		6977	8245	16257		552	446	998	58		31	
Niagara-Wheatfield	277	31	2317	2555	5180	7	132	154	293	14	1	16	1
North Tonawanda	557		3686	4434	8677	12	171	247	430	22		29	
Royalton-Hartland		198	1184	1218	2600		66	62	128	7		3	
Starpoint	206		1476	1383	3005	4	69	77	150	7		8	
Wilson	127		1011	1004	2143	3	59	60	122	6		7	
ORLEANS COUNTY													
Medina	220		1526	1364	3110	10	77	88	165	8*		7	2
Allegany BOCES									64	4		13	
	Occ. Center:				577								
	Adult Education:				725								
	Special Education:				184								
Cattaraugus BOCES									82	7		11	2
	Occ. Ed. (1/2 day):				1050								
	Special Ed. (full day):				242								
Chautauqua BOCES							28	54	82	7		8	
	Occ. Ed. (1/2 day):				1100								
	Special Education:				450								
Erie #1 BOCES	Occ. Ed.				3421								
	Special Education				2500								
									384	24		5	
Erie #2 BOCES									87	7		1	
	Special Education:								57				
	Vocational Education:								30				
Niagara-Orleans BOCES	Special Education:				797				54				
	Vocational Education:				1506				47				
	Itinerant:								6				
										10			

*Includes Chief School Officer

SECTION B

SALARIES OF PROFESSIONAL PERSONNEL

		Page
Table 2:	Salaries of Central Administration Personnel	6
Table 3:	Salaries of Instructional Personnel, Regular Day School	13
Table 4:	Salaries of Instructional Personnel, Special Schools	48
Table 5:	Analysis of Teachers' Salaries by Steps	55
Table 6:	A: Remuneration for Selected Extra Curricular Activities	57
	B: Remuneration for Supervision of Selected Interscholastic Athletic Activities	57
Table 7:	Analysis of Federally Funded Positions	58

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

(A-110) ASSISTANT OR DEPUTY CHIEF SCHOOL OFFICER

Figure 1: Actual Salaries of Assistant (Deputy) Chief School Officers in W. N. Y. 1973-74

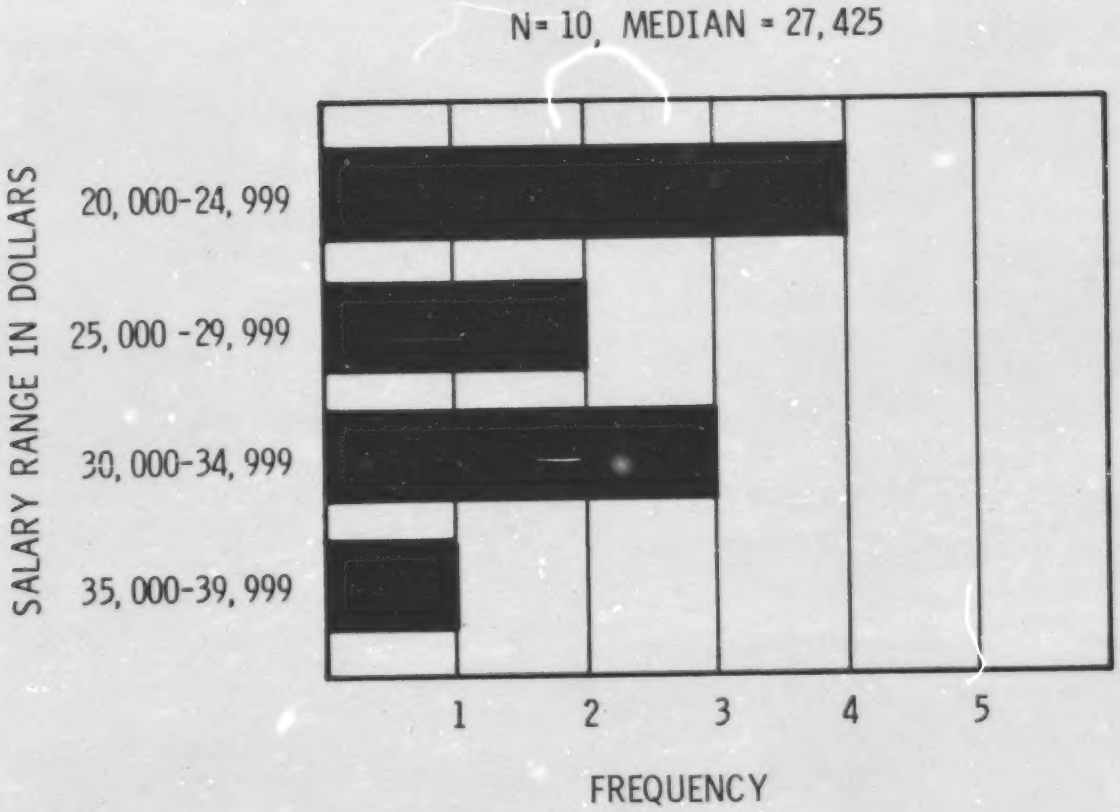

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

(A-110) ADMINISTRATIVE ASSISTANT

Figure 2: Actual Salaries of Administrative Assistants in W. N. Y. 1973-74

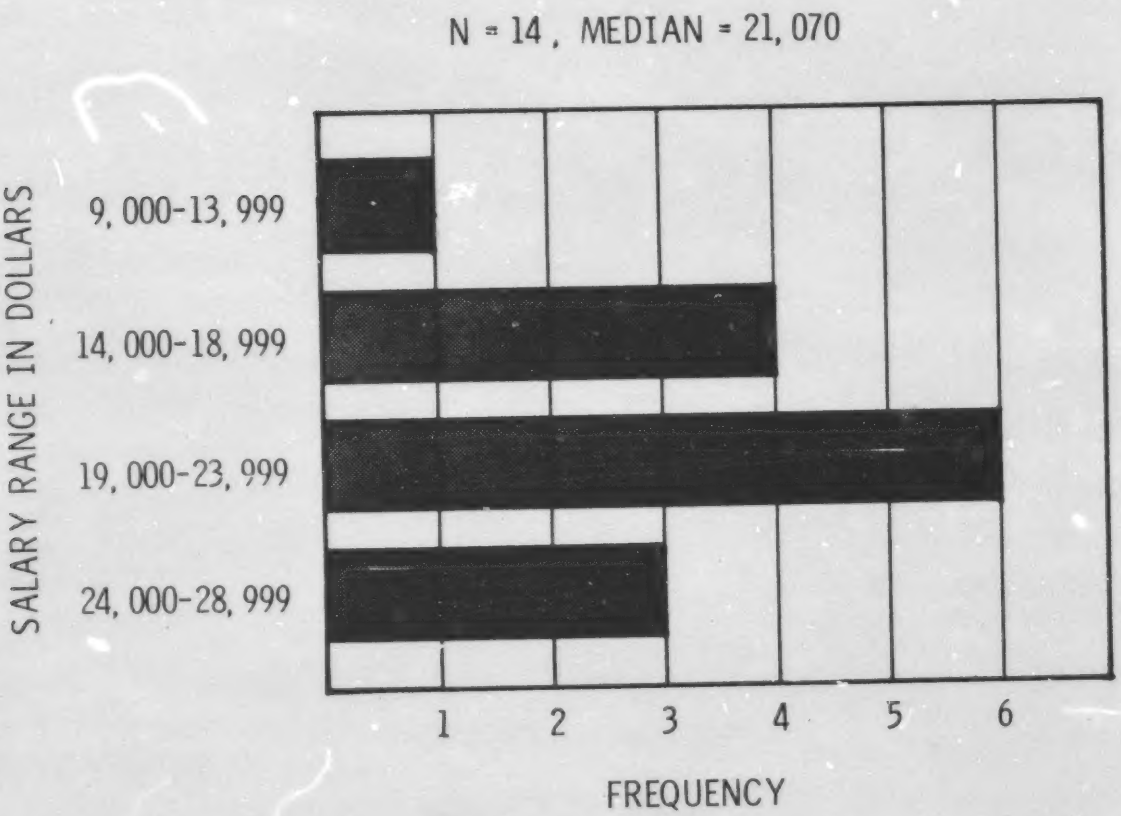

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-110) ADMINISTRATIVE INTERN						
CHAUTAUQUA COUNTY						
Dunkirk	1		$12,204	Yes	Asst. Clerk	12 mos.; Ed. Aide
ERIE COUNTY						
Akron	1		8,000	No		BOCES
(A-120) ASSISTANT (DEPUTY) SUPERINTENDENT (PRINCIPAL) FOR INSTRUCTION						
CHAUTAUQUA COUNTY						
Jamestown	1		25,500	No		Asst. Supt. for Inst.
ERIE COUNTY						
Buffalo	7	$25,488	28,882	Yes (6) No (1)		Asst. Supt.-Curr. Dev. Asst. Supt.-Sec. Inst.
East Aurora	1		28,250	No		Asst. Supt. for Inst.
Frontier	1		29,128	Yes		
Hamburg	1		26,400	No		
Kenmore	1		27,400	No		
Lancaster	1		27,725	No		
Maryvale	1		26,515	No		
Orchard Park	1		23,000	No		
NIAGARA COUNTY						
Lewiston-Porter	1		23,850	No		
Lockport	1		26,000	No		
Niagara Falls	2	26,412	27,451	No		Director of Instruction
Niagara-Wheatfield	1		25,517	Yes		
North Tonawanda	1		22,800	No		
Allegany BOCES	1		17,935	No		
Cattaraugus BOCES	1		23,000	No		
Erie #1 BOCES	1		28,500	No		
Erie #2 BOCES			26,800	No	Board Clerk	
(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES						
CATTARAUGUS COUNTY						
Salamanca	1		18,283	Yes	Guid. Coun.	
CHAUTAUQUA COUNTY						
Dunkirk	1		17,299	Yes		11 months
Southwestern	1		19,320	Yes		
ERIE COUNTY						
Buffalo	2	21,813	23,202	Yes		
Clarence	1		25,500	No	Dir.-Non-Tchg. & Spec. Services	
Frontier	1		23,884	Yes	Dir. of HPER	

LE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

TRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES (continued)			
riffith Institute	0.25			No	Dir. of Guid.	11 months
amburg	1		$19,620	No		
enmore	1		25,300	No		
ancaster	1		25,425	No		
onawanda	1		21,284	Yes		
est Seneca	1		24,634			
GARA COUNTY						
ockport	1		20,144	No		
iagara Falls	1		25,622	No		
orth Tonawanda	1		25,653	No		
taraugus BOCES	3	$15,000	19,000	No		Div.: Comm.,Spec.&Occ.Ed.
			(A-120) CURRICULUM DEVELOPMENT AND SUPERVISION			
LEGANY COUNTY						
Rushford	0.10		1,085	Yes	6th Gr. Teacher	
TTARAUGUS COUNTY						
Salamanca	1		22,453	Yes	Fed. Aid Coord., Negot. Asst.	11 months
AUTAUQUA COUNTY						
Fredonia	1		24,350	No		
IE COUNTY						
Buffalo	3	20,729	24,588	Yes		
Frontier	1		25,785	Yes		Super. of Spec. Ed.
Lancaster	2	9,413	21,725	No		2-Half time; 1-Full time
Sweet Home	1		25,500	No		
AGARA COUNTY						
Lewiston-Porter	3	17,697	19,345	No		Positions: Asst. Prin.'s for Inst. in H.S. and Jr. H.S., and District Curriculum Coord.
			(A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED)			
TTARAUGUS COUNTY						
Pioneer	1		23,895	No		
HAUTAUQUA COUNTY						
Fredonia	1		19,450	No		
Jamestown	1		21,825	No		
Pine Valley	1		13,800	Yes	Dist. Clerk	Adm. Asst.-Certified
Southwestern	1		17,95[illegible]	No		School Bus. Adm.-exempt from neg. tchr. contract

TABLE 2. SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED) (continued)						
ERIE COUNTY						
Buffalo	1		$28,377	Yes		Asst. Supt.-Bus. Mgt.
	1		21,530	Yes		Director-Payroll & Acctg.
East Aurora	1		23,500	No		
Frontier	1		26,843	Yes		
Grand Island	1		25,800	No	Dist. Clerk	
Hamburg	1		26,400	No		
Iroquois	1				Dist. Clerk	Not determined
Kenmore	1		27,900	No	Board Clerk	
Lancaster	1		25,825	No		
Maryvale	1		27,500	No		
Orchard Park	1		23,000	No		
Tonawanda	1		26,533	No		Business-Certified
West Seneca	1		27,941			
NIAGARA COUNTY						
Lockport	1		20,400	No	Dist. Clerk	
Niagara Falls	1		25,912	No	Dist. Clerk	
North Tonawanda	1		29,350	No		
Royalton-Hartland	1		17,125	No	Dist. Clerk	
ORLEANS COUNTY						
Medina	1		19,500	No		
Allegany BOCES	1		13,188	No	Dist. Clerk	
Erie #2 BOCES	1		24,000	No		
(A-130) BUSINESS MANAGER (CIVIL SERVICE)						
ALLEGANY COUNTY						
Fillmore	1		13,125	No	Treasurer	
Rushford	1		8,500	No	Dist. Clerk	
Wellsville	1		11,250	No	Board Clerk	
CATTARAUGUS COUNTY						
Allegany	1		13,650	No	Board Clerk	
Ellicottville	1		11,700		Treasurer	
Portville	1		12,650	No		
Salamanca	1		18,990	No	Treas., Tax Coll., Student Act. Auditor, Transp. Super.	
West Valley			11,400	No	Dist. Treas.	
CHAUTAUQUA COUNTY						
Bemus Point	1		17,600	No		Not certified
Brocton	1		14,000	No	Clerk	
Chautauqua	1		9,400	No	Board Clerk	
Frewsburg	1		12,150	No		
Mayville	1		9,000	No		12 months
Panama	1		9,890		Dist. Clerk	
Sherman	1		9,950	No	Board Clerk	$500 for Clerk
Silver Creek	1		10,445	No		
Westfield	1		11,544	No	Dist. Clerk	

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Position Held in District	REMARKS
(A-130) BUSINESS MANAGER (CIVIL SERVICE) (continued)						
ERIE COUNTY						
Amherst Central	1		$20,000	No		
Cheektowaga	1		18,000	No		
Clarence	1		20,840	No	Dist. Clerk	Adm. Asst. for Budget and Finance
Cleveland Hill	1		17,505	No		
Eden	1		20,433	No	Clerk	
Gowanda	1		19,659	Yes	Dist. Clerk	12 months
Griffith Institute	1		17,638	No		
Lake Shore	1		15,000	No		
North Collins	1		17,000	No	Dist. Treas.	
Sloan	1		14,500	No	Dist. Clerk	
NIAGARA COUNTY						
Lewiston-Porter	1		17,755	No		
Newfane	1		14,746	No	Dist. Clerk	Incl. $500-Dist. Clerk
Niagara-Wheatfield	1		14,800	No	Purch. Agent	
Starpoint	1		17,000	No	Dist. Clerk	
Wilson	1		17,511	Yes	Dist. Clerk	Add'l. $1500-Dist. Clerk
Cattaraugus BOCES	1		11,000	No		
Chautauqua BOCES	1		10,500	No		
(A-140) DIRECTOR OF EDUCATIONAL RESEARCH						
ERIE COUNTY						
Buffalo	1		25,054	Yes		Asst. Supt.-Adm. Serv.
	1		19,954	Yes		Super.-Fin. & Research
NIAGARA COUNTY						
Lewiston-Porter	1		16,330	No	Adm. Asst. to Supt.	Other Resp.-School Community Relations
Orleans-Niagara BOCES	1		18,000	No	Spec. Ed. Dir.	
(A-150) DIRECTOR OF PERSONNEL						
CHAUTAUQUA COUNTY						
Jamestown	1		13,000	No		
ERIE COUNTY						
Buffalo	1		28,448	No		Assoc. Supt.-Personnel
	3	$19,981	22,768	Yes		Director of Personnel
	1		19,520	Yes		Super. of Personnel
Clarence	1		22,350	No		
Hamburg	1		19,963	No		
Iroquois	0.5					Not determined
Kenmore	1		27,400	No		Asst. Supt. status

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Position Held in District	REMARKS
			(A-150) DIRECTOR OF PERSONNEL (continued)			
Lancaster	0.5		$ 9,413	No		
Sweet Home	1		21,320	No	Internal Auditor	
West Seneca	1		26,609			
NIAGARA COUNTY						
Lewiston-Porter	1		20,405	No		Pupil Personnel
Niagara Falls	1		24,283	No	Chief Board Negotiator	
Erie #1 BOCES	1		20,200	No		
Orleans-Niagara BOCES	1		27,500	No		Dir. of Occ. Ed.
			(A-160) SCHOOL COMMUNITY RELATIONS OFFICER			
CHAUTAUQUA COUNTY						
Jamestown	1		15,000	No		
ERIE COUNTY						
Buffalo	1		24,835	Yes		Dir. of School-Comm. Relations
	1		25,380	Yes		Dir. of Human Relations
	1		17,236	Yes		Dir. of Public Relations
Clarence			5,000	No		P.T.-$5.62/hr.
Eden			700	No	Teacher	
Frontier			4,088	No		P.T.
Hamburg			7,250	No		P.T.
Lancaster	0.5		10,863	No		
Orchard Park	1		8,682	No		
NIAGARA COUNTY						
Niagara Falls	1		20,158	No		
Erie #1 BOCES	1		11,610	No		
Orleans-Niagara BOCES	1		18,200	No		Dir. of Ed. Comm. Center
			BOCES DIVISION DIRECTORS			
Cattaraugus BOCES	3	$15,000	19,000	No		Divisions: Comm., Spec. and Occ. Education
Chautauqua BOCES	2	18,000	24,836	No		
Erie #1 BOCES	6	18,500	27,500	No		Division Directors
	4	16,500	21,575	No		Asst. Div. Dir. & Coord.
Erie #2 BOCES	2	18,400	21,850	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Wellsville	1		$22,250	No		
CATTARAUGUS COUNTY						
Pioneer	1		22,049	No		
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		19,761	No		
Dunkirk	1		21,558	Yes	Dir.-Sec. Ed.	11.5 months
Falconer	1		19,344	No		
Fredonia	1		21,300	No		
Frewsburg	1		19,450	No		
Jamestown	1		24,000			
Southwestern	1		21,500	No		Exempt from neg. tchr. contract
Westfield	1		20,937			Principal-El. & Sec.
ERIE COUNTY						
Alden	1		23,696	No		
Amherst Central	1		28,397	No		
Buffalo	14	$21,246	25,814	Yes		Ceiling: $27,500
Clarence	1		27,500	No		
Cleveland Hill	1		25,100	No		
East Aurora	1		24,800	No		
Eden	1		25,050	No		
Frontier	1		23,330	Yes		
Gowanda	1		23,837	Yes		
Grand Island	1		28,200	No		
Griffith Institute	1		22,790	No		12 months
Hamburg	1		22,500	No		
Hopevale	1			Yes	Chief School Officer	
Iroquois	1					Not determined
Kenmore	2		27,242	No		5 step schedule, all at maximum
Lake Shore	1		23,872	No		
Lancaster	2	24,425	26,125	No		
Maryvale	2	24,800	27,500	No		1 is Vice Principal
Sloan	1		25,451	Yes		
Sweet Home	1		24,000	No		
Tonawanda	1		24,046	Yes		
West Seneca	2	26,100	26,535			
Orchard Park	1		28,650	No		
NIAGARA COUNTY						
Lewiston-Porter	1		22,117	No		
Lockport	1		21,000	No		
Newfane	1		21,527	No		
Niagara Falls	3	24,304	25,944	No		
Niagara-Wheatfield	1		23,265	Yes		
North Tonawanda	1		25,000	No		
Starpoint	1		20,000	No		
Wilson	1		23,127	No		
ORLEANS COUNTY						
Medina	1		22,000	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) SENIOR HIGH SCHOOL PRINCIPAL (continued)						
Allegany BOCES	1		$20,034	No		
Cattaraugus BOCES	2	$12,600	14,000	No		Vocational Principal
Chautauqua BOCES	2	19,000	19,300	No		
Erie #1 BOCES	4	16,500	21,400	No		Voc. & Occ. Principal
Erie #2 BOCES	2		19,750	No		Voc. H.S. Principal
Orleans-Niagara BOCES	2	17,750	17,800	No		Vocational Principals
(A-211) JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Bolivar	1		15,600	No	Guidance	
CATTARAUGUS COUNTY						
Allegany	1		20,377	No	Athl. Director	11 months
Ellicottville	1		15,000			
Portville	1		19,950	No		
Randolph	1		18,743	No		
Salamanca	1		21,810	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		19,300	No		
Brocton	1		16,000	No		
Forestville	1		16,069	No		
Panama	1		22,386	No		
Pine Valley	1		23,205	Yes		
Silver Creek	1		22,000	No		11 months
ERIE COUNTY						
Akron	1		21,500	No		
Cheektowaga	1		24,000	No		
North Collins	1		24,000	No		
NIAGARA COUNTY						
Barker	1		19,300	No		
Royalton-Hartland	1		20,000	No		
(A-211) JUNIOR HIGH SCHOOL PRINCIPAL						
CATTARAUGUS COUNTY						
Pioneer	1		21,838	No		
CHAUTAUQUA COUNTY						
Dunkirk	1		18,426	Yes		
Fredonia	1		21,300	No		
Jamestown	3	15,000	22,000			
ERIE COUNTY						
Amherst Central	1		28,642	No		
Buffalo	4	21,246	24,946	Yes		
Clarence	1		26,500	No		Ceiling: $26,500
Frontier	1		20,959	Yes		
Hamburg	1		23,100	No		
Kenmore	3		26,076	No		5 steps: all at max.
Lake Shore	1		22,161	No		
Maryvale	1		26,500	No		
Sweet Home	1		23,177	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) JUNIOR HIGH SCHOOL PRINCIPAL (continued)						
Sloan	1		$20,104	Yes		
Tonawanda	1		22,746	Yes		
West Seneca	3	$20,572	24,206			
Orchard Park	1		27,100	No		
NIAGARA COUNTY						
Lewiston-Porter	1		22,274	No		
Lockport	2	19,000	24,035	No		
Niagara Falls	4	19,658	21,697	No		
Niagara-Wheatfield	1		23,758	Yes		
North Tonawanda	2	22,800	22,938	No		
Wilson	1		21,500	No		
ORLEANS COUNTY						
Medina	1		23,100	No		
(A-211) MIDDLE SCHOOL PRINCIPAL						
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		19,769	No		
Southwestern	1		19,100	No		Exempt from neg. tchr. contract
ERIE COUNTY						
Alden	1		21,331	No		
Buffalo	2	24,835	25,380			
Cleveland Hill	1		23,269	No		
East Aurora	1		22,000	No		
Eden	1		22,960	No		
Grand Island	1		26,700	No		
Griffith Institute	1		23,309	No		12 months
Iroquois	1					Not determined
Lancaster	1		23,425	No		
(A-211) ELEMENTARY SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Bolivar	1		11,500	No		
Fillmore	1		20,196	No		Assistant Principal
Wellsville	1		19,600	No		
CATTARAUGUS COUNTY						
Allegany	1		16,938	No		10 mos. + 1 wk.
Ellicottville	1		18,375		El. Supervisor	Title I Coordinator
Pioneer	2	17,500	20,889	No		
Portville	1		17,194	No		
Randolph	1		23,153	No		
Salamanca	3	14,942	18,870	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		20,000	No		
Brocton	1		14,500	No		
Cassadaga Valley	2	17,961	19,769	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-211) ELEMENTARY SCHOOL PRINCIPAL (continued)			
Chautauqua	1		$18,000	No		11 months
Clymer	1		16,960	No		
Dunkrik	3	$16,564	17,636	Yes		
Falconer	1		20,985	No		Elementary Coordinator
	1		16,822	No		Elementary Principal
Forestville	1		16,769	No		
Fredonia	1		23,350	No		
Frewsburg	1		19,950	No		
Jamestown	8	15,000	22,000			
Mayville	1		17,000	No		12 mos.; K-8 Principal
Panama	1		16,000	No		
Pine Valley	1		18,649	Yes		
Silver Creek	1		16,500	No		11 months
Southwestern	2	18,480	18,900	No		Exempt from neg. teacher contract
ERIE COUNTY						
Akron	1		22,050	No		
Alden	2	21,008	24,549	No		
Amherst #18	2	22,740	24,952	No		12 months
Buffalo	68	18,738	23,930	Yes		
Cheektowaga	3	13,500	21,000	No		
Clarence	5	21,200	25,500	No		Ceiling: $25,500
Cleveland Hill	1		17,000	No		
East Aurora	3	22,100	23,600	No	Adm. Asst.	
Eden	2	22,760	22,856	No		
Frontier	5	18,200	26,040	Yes		
Gowanda	2	20,206	22,954	Yes		11 and 12 mo. positions
Grand Island	3		24,400	No		
Griffith Institute	2	19,610	23,585	No		12 months
Hamburg	5	17,000	21,772	No		
Iroquois	4					Not determined
Kenmore	14	20,910	24,910	No		
Lake Shore	3		18,420	No		
Lancaster	6	19,225	23,425	No		
Maryvale	4	22,000	25,400	No		
North Collins	1		21,800	No		
Sloan	2	20,647	23,266	Yes		
Sweet Home	6	17,500	24,766	No		
Tonawanda	6	19,121	21,121	Yes		
Orchard Park	4	20,000	25,200	No		
NIAGARA COUNTY						
Barker	1		17,000	No		
Lewiston-Porter	3	20,550	21,910	No		
Lockport	8	17,100	20,700	No		
Newfane	1		21,454	No		
Niagara Falls	16	19,493	25,262	No		
Niagara-Wheatfield	5	19,558	22,878	Yes		
North Tonawanda	9	18,000	23,043	No		
Royalton-Hartland	2		18,500	No		
Starpoint	1		20,743	Yes		
Wilson	2	17,500	17,900	No		
ORLEANS COUNTY						
Medina	2	18,000	19,350	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) ASSISTANT SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Wellsville	1		$19,400	No		
CHAUTAUQUA COUNTY						
Dunkirk	1		16,456	Yes		
Falconer	1		17,799	No		
Jamestown	2	$14,000	18,000			Also Summer Sch. Prin.
Southwestern	1		19,635	No		Exempt from neg. teacher contract
ERIE COUNTY						
Akron	1		19,200	No		
Alden	1		19,272	No		
Amherst Central	1		24,688	No		
Buffalo	25	18,177	21,661	Yes		
Clarence	2	22,528	22,978			Ceiling: $23,500
Cleveland Hill	1		20,300	No		
East Aurora	2	18,400	20,850	No	House Program Directors	
Eden	1		20,499	No		
Frontier	1		18,285	Yes		Also Sec. Summer Sch. Principal
Grand Island	2	22,700	23,200	No		
Griffith Institute	1		20,893	No		12 months
Hamburg	1		18,500	No		
Hopevale	0.5		2,000		Teacher	Not determined
Iroquois	1					
Kenmore	6	20,850	23,161	No		
Lake Shore	1		16,000	No		
Lancaster	2	18,625	19,125	No		Grades 9-12
Maryvale	2		22,000	No		
Sloan	1		22,448	Yes		
Sweet Home	3	17,500	21,783	No		
Tonawanda	2	18,309	20,309	Yes		
West Seneca	10	19,075	24,754			
Orchard Park	1		20,850	No		
NIAGARA COUNTY						
Lewiston-Porter	1		17,739	No		
Lockport	2	16,700	17,550	No		
Newfane	1		16,463	No	Dir. of Athl.	
Niagara Falls	4	19,007	19,979	No		
Niagara-Wheatfield	2	21,604	21,823	Yes		
North Tonawanda	2	22,898	24,042	No		
Starpoint	2	14,997	17,616	Yes		
(A-211) ASSISTANT JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Angelica			385	No	Teacher	
Richburg	0.25		750		Teacher	
CATTARAUGUS COUNTY						
Pioneer	1		17,365	No	ESEA Project Coordinator	
Salamanca	2	631	666	No	Teachers	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) ASSISTANT JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL (continued)						
ERIE COUNTY						
Gowanda	1		$16,700			11 months
West Seneca	5	$19,545	22,149			
NIAGARA COUNTY						
Royalton-Hartland	1		17,700	No		
(A-211) ASSISTANT JUNIOR HIGH SCHOOL PRINCIPAL						
CATTARAUGUS COUNTY						
Pioneer	1		18,087	No		
CHAUTAUQUA COUNTY						
Jamestown	0.5			Yes	Teacher	T.S.+$300; 3 people
ERIE COUNTY						
Amherst Central	1		24,245	No		
Buffalo	9	18,851	21,227	Yes		
Clarence	1		22,000	No		Ceiling: $23,500
Frontier	1		21,908	Yes		
Hamburg	1		19,768	No		
Kenmore	6		22,154	No		5 step schedule
Orchard Park	1		28,600	No		
Lake Shore	1		15,235	No		
Sweet Home	1		21,396	No		
West Seneca	3	17,490	21,154			
NIAGARA COUNTY						
Lewiston-Porter	1		17,289	No		
Lockport	2	15,850	18,400	No		
Newfane	1		16,368	No	A-V Coordinator	
Niagara Falls	4	18,093	18,829	No		
Niagara-Wheatfield	1		22,241	Yes		
North Tonawanda	2	18,811	22,540	No		
(A-211) ASSISTANT MIDDLE SCHOOL PRINCIPAL						
ERIE COUNTY						
Buffalo	4	17,572	21,661	Yes		
East Aurora		6,650	7,850	No	Teachers	House Program Director; 2 P.T.
Grand Island	1		22,700	No		
Lancaster	1		17,700	No		
(A-211) ASSISTANT ELEMENTARY SCHOOL PRINCIPAL						
ALLEGANY COUNTY						
Richburg	0.25		750		Reading Tchr.	
Wellsville	1		12,750	No		
CHAUTAUQUA COUNTY						
Falconer	1	12,737	15,564	No	Elem. Teachers	Teaching Principals; 4 @ .25 time

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-211) ASSISTANT ELEMENTARY SCHOOL PRINCIPAL (continued)						
Fredonia	1		$18,850	No		
ERIE COUNTY						
Akron	1		16,000	No		11 months
Amherst #18	1		18,430	No		12 months
Buffalo	45	$17,832	21,848	Yes		
Cheektowaga	1		16,415	No		
Frontier	1		19,541	Yes		
Griffith Institute	1		17,000	No		12 months
Maryvale	4	19,643	21,811	No		
Sweet Home	1		20,382	No		
West Seneca	3	15,647	18,722			
Orchard Park	1		19,512	No		
NIAGARA COUNTY						
Lewiston-Porter	1		16,064	No		
Newfane	2	16,463	17,233	No		
Niagara Falls	2	16,260	17,191	No		
Niagara-Wheatfield	0.5		9,403	Yes		Also Fed. Aid Coord. @ $9,403
Starpoint	1		17,565	Yes		
(A-212) SUPERVISOR OF ELEMENTARY EDUCATION (CURRICULUM)						
CATTARAUGUS COUNTY						
Salamanca	1		22,453	Yes	Fed. Aid Coord., Neg. Asst.	11 months
CHAUTAUQUA COUNTY						
Jamestown						K-12: one supervisor
Sherman	1		16,000	No		2-year contract
ERIE COUNTY						
Alden	1		17,081	No		
Buffalo	9	21,483	22,813	Yes		
Cheektowaga	1		22,750	No		
Frontier						Curr. Development & Super.
Iroquois	1					Not determined
Kenmore	1		25,300	No		Title: Coordinator
Lake Shore	1		17,500	No		
Tonawanda	1		21,933	Yes		Coord. of El. Ed. (Curr.)
West Seneca	1		26,855			
NIAGARA COUNTY						
Niagara Falls	2	19,007	20,546	No		Asst. to Asst. Supt. for El. Education
ORLEANS COUNTY						
Medina	1		22,000	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-212) SUPERVISOR OF SECONDARY EDUCATION (CURRICULUM)						
CHAUTAUQUA COUNTY						
Jamestown	1		$18,000	No		K-12 Supervisor
ERIE COUNTY						
Frontier						Resp. of Adm. Asst.
Orchard Park	1		19,344	Yes		
Tonawanda	1		21,933	Yes		
West Seneca	1		26,960			
NIAGARA COUNTY						
Lockport	1		19,550	No		
ORLEANS COUNTY						
Medina	1		18,750	No		
(A-211) SUPERVISOR OF MUSIC						
CHAUTAUQUA COUNTY						
Dunkirk	1		14,996	Yes	El. Music Tchr.	Incl. $600 for Super. duties
ERIE COUNTY						
Buffalo	1		25,032	Yes		Director
	1		20,561	Yes		Supervisor
Cleveland Hill	1		16,979	Yes	Teacher	
Griffith Institute	1		19,160	No		11 months (Director)
West Seneca	1		21,025			
NIAGARA COUNTY						
Niagara Falls	1		19,793	No		
(A-212) SUPERVISOR OF PHYSICAL EDUCATION						
CHAUTAUQUA COUNTY						
Cassadaga Valley			600	Yes		
Pine Valley	0.04		554	Yes	Head PE Inst.	
ERIE COUNTY						
Buffalo	1		25,380	Yes		Director
	1		20,428	Yes		Supervisor
Cheektowaga	0.10		1,200	No	Teacher	Add'l. to T.S.
Clarence	1		18,975	Yes	Dir. of Athl., Dept. Chairman, Teacher	11 months; Load reduced 40% (2 periods)
Cleveland Hill	1		19,067	Yes	Teacher	
Griffith Institute	1		19,435	No		11 mos.; Director
Hamburg	1		20,892	No		Not determined
Iroquois	1					
Lake Shore	1		17,857	No		
Sloan	0.10		1,110	No	PE Teacher	Super. of HPER
Orchard Park	1		17,000	No		Dir. of HPER

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-212) SUPERVISOR OF PHYSICAL EDUCATION (continued)						
Tonawanda	1		$19,496	Yes		Dir. of PE and Athletics
West Seneca	1		20,405			
NIAGARA COUNTY						
Lockport	1		17,250	No		
Niagara Falls	1		25,322	No		
North Tonawanda	1		17,827	Yes	PE Teacher	
(A-212) OTHER SUPERVISORS						
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		16,005	Yes		Dir. of Ed. Communications
Dunkirk	1		18,427	Yes		El. Super.; 11 months
Jamestown	1		23,363	No		Coord. of Occ. Ed. and Adult Ed.
	1		16,164	No		Reading Consultant
	1		15,390	No		Asst. Reading Consultant
	1		16,366	No		AV Supervisor
ERIE COUNTY						
Buffalo	13	$23,202	26,434	Yes		Directors: Ed. Ment. Handi., Lang. Arts, Lib. Services, Bus. Ed., S.S., Phys. Handi., AV Ed., Sci., IA, Reading, Math, Foreign Lang., Home Ec.
	9	19,497	23,433	Yes		Supervisors: 3-Ed. Ment. Handi., Lang. Arts, S.S., Phys. Handi., PE, Math, 2-Voc. Ed.
Cheektowaga	1		18,000	No		Dean of Students
Cleveland Hill	1		17,464	Yes	Teacher	Audio-Visual
East Aurora	1		15,400	No		Director of Ed. Comm.
Hamburg	1		16,500	No		Coord. of Reading
	1		18,012	No		Dir. of Ed. Services
	1		18,970	No		Asst. Dir. of Ed. Services, Also Continuing Education
Lake Shore	1		19,729	No		Dir. of Ed. Planning and Development
Orchard Park	1		20,000	No		K-12 Curr. Coord.
Tonawanda	1		20,309	Yes		Asst. El. Coord.
	1		23,233	Yes		Super. of Curriculum
West Seneca	1		21,485			Dir. of Communications
NIAGARA COUNTY						
Niagara Falls	1		20,213	No		Asst. Dir. of Adult Ed.
	1		24,755	No		Dir. of Voc. Ed. and Home Ec.
	1		20,213	No		Coord. of Audio-Visual
	1		20,331	No		Dir. of Career Develop. and Occ. Planning
	1		18,122	No		Career Develop. & Occ. Planning Specialist
	1		22,792	No		Reading Administrator
Royalton-Hartland	1		15,300	No		District-wide Reading Dir.
Cattaraugus BOCES	2	12,600	14,000	No		Building Administrators
Chautauqua BOCES	1		16,087			Librarian
Erie #1 BOCES	7	14,000	20,225	No		Spec. Ed., incl. asst's.
Orleans-Niagara BOCES	3	15,500	17,500	No		LD/TMR, EMR & Occ. Ed. Coordinators

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - ART								
CHAUTAUQUA COUNTY								
Falconer		$ 640	$ 990	No	6	2	7-12	
Fredonia	1		500	No	4	6	1-12	
Jamestown	1		666	No	4	9.5	K-12	
Southwestern	1		750	Yes		6	7-12	Base stipend-$450; +$50 ea. non-tenure, +$35 ea. tenure tchr.
Westfield	1		550					
ERIE COUNTY								
Alden	1		300	No	7	5	1-12	
Amherst Central	2	300	300			2/5		
Clarence	1		600	No	Less .2	7.7	K-12	
Eden	1		578					
Frontier	1		490	No	5	8	K-12	
Gowanda	1		705		5	5	K-12	
Hamburg	1		600	No	5	9		
Kenmore	1		21,800	No				Dist.-wide consultant; 12 months
Lancaster	1		664	Yes	4	15	K-12	
Maryvale	1		845	No	4	10.4	K-12	
Sloan	0.05		400	No	5	5		Art and I.A.
Orchard Park			500					
Sweet Home	2	250	300	No	4	5		1:7-8; 1:9-12
NIAGARA COUNTY								
Niagara Falls	1		19,493	No		34		Dist.-wide resp.
Niagara-Wheatfield	1		625	No	5	10.5	K-12	
North Tonawanda	1		399	Yes	4			
Royalton-Hartland	0.1		300	No	6	3	7-12	
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	6	K-12	
(A-211) DEPARTMENT HEAD - ENGLISH								
ALLEGANY COUNTY								
Belfast	1	300	300	Yes	5	2	K-12	
Wellsville			400	No	5	6	9-12	
CATTARAUGUS COUNTY								
Allegany	0.1		315	No	5	8	7-12	
Portville	1		449	No	5		7-12	Based on no. of teachers in dept.
Salamanca	1		[illegible]00	No	5	9	7-12	
CHAUTAUQUA COUNTY								
Bemus Point	1		300	Yes	5	5	Sec.	
Dunkirk	1		700	No	4	15	Sec.	
Falconer		640	990	No	4	14	7-12	
Fredonia	1		500	No	4	14	7-12	
Jamestown	1		875	No		17	10-12	Also heads Lang. Dept.
Pine Valley	0.04		434	Yes	6	5	7-12	
Silver Creek	0.2		400	No	5	7	7-12	
Southwestern	1		995	Yes		12	7-12	Base $450 + $50 non-tenure, +35 tenured

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - ENGLISH (continued)								
ERIE COUNTY								
Alden	1		$ 300	No	7	12	6-12	
Amherst Central	1		600			12/14		
Cheektowaga	1		750	No				Stipend in addition to T.S.
Clarence	2	$ 700	800	No	Less .2 Reg.	15 8	9-12 7-8	
Cleveland Hill	1		700	Yes	5	10	7-12	
Eden	1		630					
Frontier	1		490	No	5	15	10-12	
	1		490	No	4	15	7-9	
Gowanda	1		705		4	10	7-12	
Griffith Institute	0.29		576	No	5	10	9-12	Teacher plus dept. coordinator
Hamburg	2		600	No	4	12/14		
Iroquois			807					T.S. x .05
Kenmore	1		21,800	No				Dist.-wide super.
Lake Shore	1		300					
Maryvale	1		485	No	4	18	7-8	
	1		485	No	4	19	9-12	
North Collins	1		115	No	5	5	7-12	
Orchard Park			700					
Sloan	0.05		600	No	5	11		
Sweet Home	2	500	600	No	4	10	7-8	
					3	22	9-12	
West Seneca	5	350	500					
NIAGARA COUNTY								
Niagara Falls	1		18,362	No		76		Dist.-wide super.
Niagara-Wheatfield	1		700	No	2	28	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		400	No	6	8.5	7-12	
Starpoint			443	No		12		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	15	7-12	
(A-211) DEPARTMENT HEAD - FOREIGN LANGUAGE								
ALLEGANY COUNTY								
Wellsville			400	No	5	3	9-12	
CATTARAUGUS COUNTY								
Salamanca	1		250	No	5	3	7-12	
CHAUTAUQUA COUNTY								
Dunkirk	1		500	No	4	5	Sec.	
Falconer		640	990	No	6	2	7-12	
Southwestern	1		725	Yes		7	7-12	Base $450 + $50 non-tenured, + 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	5	6-12	
Amherst Central	2	400	400			6/8		
Clarence	1		600	No		7	9-12	
Cleveland Hill	1		700	Yes	5	3	7-12	
Eden	1		578					

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - FOREIGN LANGUAGE (continued)								
Frontier	1		$ 490	No	5	9	7-12	
Gowanda	1		376		5	4	7-12	
Hamburg	2		400	No	5	4/6		
Lake Shore	1		300					
Lancaster	1		564	Yes	4	10	7-12	
Maryvale	1		845	No	4	8	7-12	
North Collins	1		115	No	5	2	7-12	
Sweet Home	1		600	No	4	12	7-12	
West Seneca	2	$ 350	500					
Orchard Park			400					
NIAGARA COUNTY								
Niagara-Wheatfield	1		625	No	5	9	6-12	
North Tonawanda	1		479	Yes	4			
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	6	7-12	
(A-211) DEPARTMENT HEAD - MATH								
ALLEGANY COUNTY								
Belfast	1	300	300	Yes	5	2	K-12	
Wellsville			400	No	5	3	9-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	6	7-12	
Portville	1		449	No	5	5	7-12	Based on no. of teachers in dept.
Randolph			500	Yes	5	4	7-12	
Salamanca	1		400	No	5	7	7-12	
CHAUTAUQUA COUNTY								
Bemus Point	1		300	Yes	5	4	Sec.	
Dunkirk	1		600	No	4	9	Sec.	
Falconer		640	990	No	5	7	7-12	
Fredonia	1		500	No	4	8	7-12	
Frewsburg	1		545	Yes	5	4	7-12	T.S. x .05
Jamestown	1		666	No		21.5	K-12	
Pine Valley	0.02		210	Yes	6	3	7-12	
Southwestern	1		825	Yes		9	7-12	Base $450 + $50 non-tenured, +35 tenured
ERIE COUNTY								
Alden	1		300	No	7	9	6-12	
Amherst Central	2	500	600			12/14		
Cheektowaga	1		750	No				T.S. + stipend
Clarence	2	600	700	No	less .2 Reg.	9.5 5.5	9-12 7-8	
Cleveland Hill	1		700	Yes	5	7	7-12	
Eden	1		630					
Frontier	1		490	No	5	7	10-12	
	1		490	No	5	12	7-9	
Gowanda	1		705		5	7	7-12	
Griffith Institute	0.29		576	No	5	6	9-12	Teacher plus dept. coordinator
Hamburg	2		600	No	4	13/8		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - MATH (continued)								
Iroquois			$ 867					T.S. x .05
Kenmore	1		21,800	No				Dist.-wide consult.
Lake Shore	1		300					
Maryvale	1		845	No	4	21.5*	K-12	*No. of sec. teachers only
North Collins	1		115	No	5	4	7-12	
Orchard Park			600					
Sloan	0.05		400	No	5	6		
Sweet Home	2	$ 500	600	No	4	10	7-8	
					3	15	9-12	
West Seneca	5	350	500					
NIAGARA COUNTY								
Niagara Falls	1		19,007	No		61		Dist.-wide super.
Niagara-Wheatfield	1		700	No	2	24	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No		7	7-12	
Starpoint			443	No		9		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	10	7-12	
(A-211) DEPARTMENT HEAD - MUSIC								
ALLEGANY COUNTY								
Wellsville	0.20		650	No	4	5	K-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	4	7-12	
Portville	1			No	5	4	K-12	Based on no. of teachers in dept.
Salamanca	1		400	No	8	5	6-12	
CHAUTAUQUA COUNTY								
Falconer		640	990	No	8	4	7-12	
Jamestown	1		666	No	4	13	K-12	
Westfield	1		350					
ERIE COUNTY								
Alden	1		300	No	7	7	1-12	
Amherst Central	2	300	300			2/5		
Clarence	1		800	No	Less .2	14.3	K-12	
Eden	1		630					
Frontier	1		490	No	5	15	K-12	
Gowanda	1		705		5	6	K-12	
Hamburg	1		600	No	3	15		Dist.-wide consult.
Kenmore	1		21,800	No				
Lancaster	1		664	Yes	4	20	K-12	
Maryvale	1		845	No	4	9	K-12	Instrumental Music
	1		845	No	4	6.4	K-12	Vocal Music
Orchard Park			500					
North Collins	1		115	No		4	1-12	
Sloan	0.05		400	No	5	4		
Sweet Home	2	200	300	No	4	6	7-8	
					4	4	9-12	
NIAGARA COUNTY								
Barker	1		800	No				Music Supervisor

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - MUSIC (continued)								
Niagara-Wheatfield	1		$ 650	No	4	15	K-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No	6	3	7-12	
ORLEANS COUNTY								
Medina	0.16	$ 483	724	Yes	5	10	K-12	
(A-211) DEPARTMENT HEAD - PHYSICAL EDUCATION								
ALLEGANY COUNTY								
Bolivar	1		500	Yes	4	5	K-12	
Wellsville	0.40		650	No	3	9	K-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	4	7-12	
Salamanca	1		400	No	7	7	7-12	
CHAUTAUQUA COUNTY								
Dunkirk	1		600	No		9	K-12	
Falconer		640	990	No	6	4	7-12	
Jamestown	1		666	No		18	K-12	
Mayville			79	No	6	3	K-12	5 Tchr., 1 Super. of Study Hall
Pine Valley	0.03		416	Yes	6	4	K-12	
Southwestern	1		765	Yes		9	7-12	Base $450 + 50 non-tenured; +35 tenured
Westfield	1		350					
ERIE COUNTY								
Akron			1,085	No		7	K-12	T.S. x .07
Alden	1		300	No	7	9	7-12	
Amherst Central	2	400	400			6/8		
Clarence	1		800	No	Less .2	13	K-12	
Eden	1		992					
Gowanda	1		705		6	7	K-12	
Hamburg	2		400	No	5	6/6		
Kenmore	1		22,250	No				Dist.-wide consult.
Lancaster	1		664	Yes	4	21	K-12	
Maryvale	1		845	No	4	18	K-12	
Orchard Park			600					
Sweet Home	2	300	600	No	4	10	7-8	
					4	13	9-12	
NIAGARA COUNTY								
Niagara-Wheatfield	1		700	No	1	22.5	K-12	Also Dir. of Athl.
North Tonawanda	1		479	Yes	4			
Starpoint			443	No		4		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	9	K-12	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - SOCIAL STUDIES								
ALLEGANY COUNTY								
Wellsville			$ 400	No	5	6	9-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	6	7-12	
Randolph			500	Yes	5	5	7-12	
Salamanca	1		400	No	5	3	7-12	
CHAUTAUQUA COUNTY								
Bemus Point	1		300	Yes	5	6	Sec.	
Dunkirk	1		700	No		14	Sec.	
Falconer		$ 640	990	No	6	9	7-12	
Fredonia	1		500	No	4	10	7-12	
Jamestown	1		775	No	3	13	10-12	
Pine Valley	0.03		399	Yes	6	4	7-12	
Southwestern	1		965	Yes		11	7-12	Base$450 + $50 non-tenured; 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	11	6-12	
Amherst Central	2	600	800			18+		T.S. + stipend
Cheektowaga	1		750	No				
Clarence	2	600	700	No	Less .2 Reg.	11.5 6	9-12 7-8	
Cleveland Hill	1		700	Yes	5	9	7-12	
Eden	1		630					
Frontier	1		490	No	5	10	10-12	
	1		490	No	5	14	7-9	
Gowanda	1		705		4	8	7-12	
Griffith Institute	0.29		576	No	5	9	9-12	Dept. Coordinator
Hamburg	2		600	No	4	13/13		
Iroquois			717					T.S. x .05
Kenmore	1		21,800	No				Dist.-wide consult.
Lake Shore	1		300					
Maryvale	1		845	No	4	26*	K-12	*No. of sec. teachers only
North Collins	1		[illegible]	No	5	5	7-12	
Orchard Park			700					
Silban	0.05		550	No	5	10		
Sweet Home	2	500	600	No	4	10	7-8	
					3	20	9-12	
West Seneca	5	350	500					
NIAGARA COUNTY								
Niagara Falls	1		19,007	No		69		Dist.-wide super.
Niagara-Wheatfield	1		700	No	2	27	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		400	No	6	8	7-12	
Starpoint			443	No		9		
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	11	7-12	
(A-211) DEPARTMENT HEAD - INDUSTRIAL ARTS								
CATTARAUGUS COUNTY								
Randolph			500	Yes	6	3	7-12	
Salamanca	1		250	No	6	4	7-12	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - INDUSTRIAL ARTS (continued)								
CHAUTAUQUA COUNTY								
Jamestown	1			No	3	11	10-12	
Pine Valley	0.03		$ 366	Yes	6	3	7-12	
Southwestern	1		625	Yes		5	7-12	Base $450 + $50 non-tenured; 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	7	6-12	
Amherst Central	2	$ 300	400					
Cleveland Hill	1		700	Yes	5	6	7-12	
Eden	1		630					
Frontier	1		490	No	5	8	10-12	
	1		490	No	5	4	7-9	
Gowanda	1		705		5	4	7-12	
Kenmore	1		21,800	No				Dist.-wide consult.
Lake Shore	1		300					
Lancaster	1		564	Yes	4	10	6-12	
Maryvale	1		845	No	4	12	7-12	
Sweet Home	2	200	300	No	4	6	9-12	
					4	4	7-8	
Tonawanda	1		500	No	5	6	9-12	
West Seneca	2	350	500					
NIAGARA COUNTY								
Niagara-Wheatfield	1		650	No	4	14	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No	6	3	7-12	
(A-211) DEPARTMENT HEAD - SCIENCE								
ALLEGANY COUNTY								
Wellsville			400	No	5	4	9-12	
CATTARAUGUS COUNTY								
Allegany	0.10		315	No	5	5	7-12	
Portville	1		449	No	5	5	7-12	Based on no. of teachers in dept.
Randolph			500	Yes	5.5	5	7-12	
Salamanca	1		400	No	6	7	7-12	Also Asst. H.S. Principal
CHAUTAUQUA COUNTY								
Bemus Point	1		300	Yes	3+3 Labs	7	Sec.	
Dunkirk	1		600	No		7	Sec.	
Falconer		640	990	No	5	7	7-12	
Fredonia	1		500	No	4		7-12	
Jamestown	1		675	No	3	9	10-12	
Pine Valley	0.03		390	Yes	6	4	7-12	
Southwestern	1		780	Yes		8	7-12	Base $450 + 50 non-tenured; 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	11	6-12	
Amherst Central	2	400	500			9/11		
Cheektowaga	1		750	No				T.S. + stipend
Clarence	2	600	700	No	Less .2 Reg.	10.5 6	9-12 7-8	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - SCIENCE (continued)								
Cleveland Hill	1		$ 700	Yes	5	12	7-12	
Eden	1		630					
Frontier	1		490	No	5	7	10-12	
	1		490	No	5	10	7-9	
Gowanda	1		705		5	8	7-12	
Griffith Institute	0.29		576	No	5	7	9-12	Dist. Coord.
Hamburg	2		600	No	4	13/10		
Iroquois			774					T.S. x .05
Lake Shore	1		300					
Maryvale	1		845	No	4	26*	K-12	*No. of sec. teachers only
Sloan	0.05		400	No	5	6		
Sweet Home	2	$ 450	600	No	4	9	7-8	
					4	21	9-12	
West Seneca	5	350	500					
NIAGARA COUNTY								
Barker	1		800	No				Supervisor
Niagara Falls	1		19,493	No		59		Dist.-wide super.
Niagara-Wheatfield	1		700	No	2	24	6-12	
ORLEANS COUNTY								
Medina	0.16	483	724	Yes	5	10	7-12	
(A-211) DEPARTMENT HEAD - BUSINESS EDUCATION								
CATTARAUGUS COUNTY								
Salamanca	1		250	No	6	4	7-12	
CHAUTAUQUA COUNTY								
Falconer		640	990	No	5	7	7-12	
Fredonia	1		500	No	4		7-12	
Jamestown	1		775	No	3	12.5	10-12	
Southwestern	1		590	Yes		4	9-12	Base $450 + 50 non-tenured, 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	5	9-12	
Amherst Central	1		300			2/5		
Cheektowaga	1		500	No				T.S. + stipend
Clarence	1		600	No	Less .2	7	9-12	
Cleveland Hill	1		700	Yes	5	5	7-12	
Eden	1		578					
Frontier	1		490	No	5	11	7-12	
Gowanda	1		376		5	4	7-12	
Griffith Institute	0.29		576	No	5	5	9-12	Dist. Coord.
Hamburg	1		600	No	5	8		
Lake Shore	1		300					
Lancaster	1		564	Yes	4	10	9-12	
Maryvale	1		845	No	4	9	7-12	
Sloan	0.05		450	No	5	8		
West Seneca	2	350	500					

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
(A-211) DEPARTMENT HEAD - BUSINESS EDUCATION (continued)								
NIAGARA COUNTY								
Lockport								
Niagara Falls	1		$18,562	No		35		Dist.-wide super.
Niagara-Wheatfield	1		625	No	3	10	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No	6	3	7-12	
(A-211) DEPARTMENT HEAD - HOME ECONOMICS								
CHAUTAUQUA COUNTY								
Southwestern	1		570	Yes		3	7-12	Base $450 + 50 non-tenured, 35 tenured
ERIE COUNTY								
Alden	1		300	No	7	4	6-12	
Amherst Central	2	$ 300	300			2/5		
Cleveland Hill	1		700	Yes	5	2	7-12	
Frontier	1		490	No	5	5	7-12	
Gowanda	1		376		5	3	7-12	
Hamburg	1		400	No	5	4		
Lancaster	1		564	Yes	4	7	6-12	
Sweet Home	2		200	No	4	4	7-8	
					4	4	9-12	
NIAGARA COUNTY								
Niagara-Wheatfield	1		625	No	4	7	6-12	
North Tonawanda	1		479	Yes	4			
Royalton-Hartland	0.10		300	No	6	2	7-12	
(A-211) DEPARTMENT HEAD - READING								
ERIE COUNTY								
Griffith Institute	2	16,138	16,538	Yes				1-Coord. K-5: T.S. + diff.; 1-Coord. 6-12: T.S. + diff.
Kenmore	1		21,800	No				Dist.-wide consult. for elem. reading
(A-211) DEPARTMENT HEAD - OTHER								
ALLEGANY COUNTY								
Wellsville	0.20		400	No		5	K-5	Director: Elem. Pupil Personnel
CATTARAUGUS COUNTY								
Portville	1		295	No	5	3	7-12	Commercial, based on no. of teachers in dept.
CHAUTAUQUA COUNTY								
Bemus Point	3		300	Yes		9/10/9	K-6	1 in each of 3 buildings
	1		300	Yes	5		7-12	Driving Coord.-entire district
Falconer		640	990	No		63		Spec. Classes & Elementary

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Teaching Load Per./Day	No. of Teachers in Dept.	Grade Level	REMARKS
			(A-211) DEPARTMENT HEAD - OTHER (continued)					
Frewsburg	1		$ 454	Yes	2		7-12	T.S. x .05, Athl. Director, Also Guid. Coun., & PE teacher
Jamestown	1			No		10	K-12	Library services-2 tchr.-half time
RIE COUNTY								
Alden	1		300	No	7	3	6-12	Guidance
Cheektowaga	15		350	No			K-12	Curr. Asst.-T.S. + stipend
	13		350	No			K-12	Team Leader-T.S. + stipend
Clarence	1		600	No	Reg.	6	K-12	Library
	1		600	No	Reg.	3.8	K-12	Nurse Teacher
	1		600	No	Less .2	4.5	9-12	Guidance
Cleveland Hill	1		700	Yes	0	2	K-12	Library
	1		700	Yes	5	2	7-12	Supple. Studies
	1		700	Yes	0	2	K-12	Head Nurse
	2		700	Yes	0	2	7-12	Guidance
Frontier	1		490	No	5	6	7-12	Guidance
Hamburg	1		400	No	5	4		Driver Ed.
	1		400	No	5	4		Health
Iroquois			819					Unified Arts, T.S. x .05
Kenmore	1		21,000	No				Library Sci.-Dist. wide consultant
	0.5		10,900	No				Dist.-wide TV consult.
Lancaster	8		564	Yes	4-H.S. 5-M.S.			Bldg. Chairmen: 4: H.S. Math, S.S.; 4: M.S. Sci., Engl.
	1		664	Yes	4	9	K-12	Library
	1		664		4	5	K-12	Health
	1		500	No	4	11	K-12	Nurse-Tchr.-flat fee
Maryvale	2		1,200	No	4		7-8	Jr. H.S.-group leaders
Orchard Park		$ 300	700					
NIAGARA COUNTY								
Niagara Falls	1		22,812	No				Director of Black Museum
	1		18,562	No		47		Asst. Dir. of PE-Dist-wide super.
	1		18,562	No		35		Business-Dist-wide
	1		18,062	No		34		Ex. Ed.-Dist-wide
Niagara-Wheatfield	1		625	No	0	7	6-12	Guidance
	1		625	No	0	6	K-12	Health Services
North Tonawanda	1		319	Yes	4			Health
ORLEANS COUNTY								
Medina		$ 483	724	Yes	Reg.	70	K-6	Elem. English
		483	724	Yes	Reg.	70	K-6	Elem. Social St.
		483	724	Yes	Reg.	70	K-6	Elem. Science
		483	724	Yes	Reg.	70	K-6	Elem. Math
Chautauqua BOCES	4.5	9,962	14,758					Speech

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-291) DIRECTOR OF GUIDANCE			
ALLEGANY COUNTY						
Andover	1		$14,946			
Rushford	1		15,000	No		
Wellsville	0.5		18,900	No		Incl. $650 for Director
CATTARAUGUS COUNTY						
Allegany	1		15,455	Yes		T.S. + $1,000; 11 mos.
Pioneer	1		18,651	Yes	Guid. Coun.	
Randolph	1		14,884	No		
Salamanca	1		18,283	Yes	Pupil Pers. Director	
West Valley	1		14,613	No		11 months
CHAUTAUQUA COUNTY						
Cassadaga Valley	1		17,700	No		
Chautauqua	1		15,250	Yes		
Jamestown	1			Yes		T.S. + $1,600
Panama	1		15,511			
Pine Valley	1		16,065	Yes		
Sherman	1		10,340			
Silver Creek	1		16,775	Yes		Incl. 11th mo. at 10%; Incl. $400 as Director
ERIE COUNTY						
Akron	1		17,043	No		
Alden	1		21,617	Yes		
Amherst Central	1		24,808	No		
Buffalo	1		22,768	Yes		
Cheektowaga	1		500		Guid. Coun.	T.S. + stipend
Eden	1		20,546	No		
Gowanda	1		20,305	Yes		12 months
Griffith Institute	0.75		19,160	No	Pupil Pers. Director	Also has coun. load; 11 mos.
Kenmore						Director of Pupil Pers.
Lake Shore	1		17,367	No		
Lancaster	1		17,487	Yes		Plus per diem July & Aug. if working
Maryvale	1		19,500	Yes		10 mos.; T.S. + $845 as Dir., + $605-Guid. Works add'l. 6 wks. in summer-salary based on mo. salary
Sloan	1		21,289	Yes		
Tonawanda						Director of Pupil Pers.
NIAGARA COUNTY						
Barker	1		16,577	Yes		
Niagara-Wheatfield	1		15,715	Yes		Chairman
North Tonawanda	1		19,528	No		
Starpoint	1		17,869	Yes		
Wilson	1		20,045	No		
Allegany BOCES	1		18,681	No		
Cattaraugus BOCES	1		16,200	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-291) GUIDANCE COUNSELOR			
ALLEGANY COUNTY						
Angelica	0.5					BOCES
Belfast	0.5	$ 7,600	$14,000	No		
Fillmore	1		20,218	No	Asst. Principal	
Richburg	1	7,200	16,500			
Wellsville	2.5	9,912	18,900	Yes		
CATTARAUGUS COUNTY						
Allegany	2	14,975	16,005	Yes		1 Sec.: 11 mos., T.S. + $750; 1 Elem.: 10 mos., T.S. + $750
Ellicottville	6				Teachers	All 6 cert. guid. coun., all carry F.T. tchg. load
Pioneer	3	10,946	16,727	Yes		
Portville	3	13,561	14,016	Yes		10 & 11 mos.; T.S. x 1.05
Randolph	1		10,485	Yes		
Salamanca	3	15,800	18,283	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	2	8,100	14,180	Yes		T.S.
Brocton	1		15,056	Yes		
Cassadaga Valley	2	9,890	12,200	Yes		
Clymer	1		14,808	Yes		
Dunkirk	3	9,601	16,397	Yes		10 & 11 mos.; $600 diff.
Falconer	3	7,600	13,955	Yes		2 F.T., 2 P.T.
Forestville	1		13,035	Yes		
Fredonia	4	14,901	17,277			
Frewsburg	1.5		15,140	Yes		
Jamestown	11			Yes		T.S. + $1,100
Mayville	1		14,322	Yes		
Pine Valley	1		7,500	No		Internship position
Sherman	1		11,750	Yes		11 months
Silver Creek	1		15,715	Yes		Incl. 11th mo. @ 10%
Westfield	2	11,288	14,520	Yes		
ERIE COUNTY						
Akron	2	10,945	14,485	Yes		
Alden	2	16,818	16,992	Yes		
Buffalo	86	11,946	17,935	Yes		
Cheektowaga	4					T.S. x 1.15
Clarence	6.5	17,253	18,490	Yes		Incl. summer work up to 3 weeks
Cleveland Hill	4	9,771	16,745	Yes		
East Aurora	6	10,665	16,620	Yes		
Eden	3	16,246	17,004	Yes		
Frontier	6	15,600	22,320	Yes		
Gowanda	2		17,804	Yes		11 months
Grand Island	5	9,282	16,551	Yes		
Griffith Institute	3	17,027	18,054	Yes		T.S. + diff.; 11 mos.
Hamburg	9	11,065	15,710	Yes		
Hopevale	0.5				Teacher	Incl. in T.S.
Iroquois	3	18,397	19,648			
Kenmore	27	12,255	18,032	Yes		
Lake Shore	6			Yes		
Lancaster	8	12,973	17,750	Yes		Plus per diem-July & Aug. if working
Maryvale	8	13,305	19,555	Yes		T.S. + $605-guidance; each works 2-6 wks. in summer, salary based on 10 mos.

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-291) GUIDANCE COUNSELOR (continued)			
North Collins	2	$16,410	$18,108	Yes		
Sloan	2	18,271	18,371	Yes		
Sweet Home	9	9,963	19,796	Yes		
Tonawanda	6	8,800	16,830	Yes		1 @ T.S. + .10 + .10 + long.; 5 @ T.S. + .07 + .10 + long.
West Seneca	19	12,305	18,137			
Orchard Park	8	11,438	21,223	Yes		
NIAGARA COUNTY						
Barker	1		13,514	Yes		
Lewiston-Porter	6	13,870	16,350			
Lockport	6	15,291	16,774	Yes		
Newfane	2	16,578	17,416	Yes		2-11 mos.; 1-10 mos.
Niagara Falls	22	16,175	20,326	Yes		
Niagara-Wheatfield	6	9,650	15,260	Yes		
North Tonawanda	13	15,859	19,649	Yes		
Royalton-Hartland	3	14,280	16,017	Yes		
Starpoint	2	14,708	16,487	Yes		
Wilson	2	17,200	18,000	No		
ORLEANS COUNTY						
Medina	4	8,550	15,200	Yes		T.S. + $500
Allegany BOCES	2	12,000	15,312	No/Yes		
Cattaraugus BOCES	1		14,600	No		
Chautauqua BOCES	2	14,000	17,365	No		
			(A-252) PSYCHOLOGIST			
ALLEGANY COUNTY						
Angelica	0.1					BOCES
Belfast	0.1	7,600	14,000	No		
Bolivar	0.2					BOCES
Fillmore	1					BOCES
Richburg	0.2	7,500				BOCES
CATTARAUGUS COUNTY						
Allegany						BOCES
Ellicottville	1					BOCES
Pioneer	1		12,333	Yes		
Portville	0.5		8,500	No		.6 time
Salamanca	1		15,750	Yes		
CHAUTAUQUA COUNTY						
Brocton						BOCES @ $126/day
Cassadaga Valley	1		14,100	Yes		
Chautauqua	0.16					BOCES
Falconer	1		12,500	No	Adm. Asst.	
Fredonia	1		16,747			
Frewsburg	0.4					BOCES
Jamestown	1		18,000	No		
Pine Valley	0.5		11,340	No		BOCES
Sherman						BOCES: 1 day/week
Silver Creek						BOCES: 60 days

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-292) PSYCHOLOGIST (continued)			
Southwestern	1		$15,500	No		Exempt from neg. contract
Westfield	1		10,850	Yes		
ERIE COUNTY						
Akron	0.5			No		BOCES
Alden						BOCES
Amherst Central	1		17,081	Yes		
Buffalo	16	$11,906	20,846	Yes		
Cheektowaga	1		12,700			
Clarence	1		19,647			T.S. x 1.1
Cleveland Hill	0.4		6,937			BOCES
East Aurora	0.8					BOCES
Frontier	1		17,410	Yes		
Grand Island	1		9,438	Yes		
Griffith Institute	0.5					BOCES
Hamburg	2	12,500	16,200	Yes		
Iroquois						BOCES
Kenmore	5.8	14,400	21,800	No		Min. @ 10 mos.; Max. @ 12
Lake Shore	0.8		18,900	No		BOCES
Lancaster	2	17,024	18,528	Yes		
Maryvale	3			No		Per diem basis
North Collins	0.2					BOCES
Sweet Home	2	19,587	20,035	Yes		
Tonawanda	1		20,413	Yes		T.S. x 1.25
West Seneca	4	15,220	21,582			
Orchard Park	1		20,774	Yes		
NIAGARA COUNTY						
Lewiston-Porter	1		12,955			T.S. + $3,500
Lockport	1.4	6,478	14,928	Yes		1 @ 2 days/wk., 9 mos.
Niagara Falls	8	18,576	20,271	No		
Niagara-Wheatfield	1.5		15,465	Yes		1-half time: $7,365
North Tonawanda	2	18,032	22,466	Yes		
Royalton-Hartland	0.3			No		BOCES
Starpoint	1		13,900	No		
Allegany BOCES	4	10,320	16,148	Yes		
Cattaraugus BOCES	4	10,800	12,060	Yes		
Chautauqua BOCES	5	12,560	15,101	No		
Erie #1 BOCES	4		17,342	Yes		
			(A-293) ATTENDANCE SUPERVISOR (OFFICER)			
ALLEGANY COUNTY						
Fillmore					School Nurse	
Richburg	0.2				Nurse Teacher	Incl. in salary
CHAUTAUQUA COUNTY						
Brocton			300	No	Nurse Teacher	
Dunkirk	1		12,404	Yes		
Frewsburg	0.04		400	No	School Nurse	
Jamestown	1		12,500	No		
Sherman					School Nurse	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-293) ATTENDANCE SUPERVISOR (OFFICER) (continued)						
ERIE COUNTY						
Alden	1		$ 640	No	Teacher	
Buffalo	1		24,164	Yes		Director of Attendance
	28	$13,809	19,989	Yes		Attendance Teachers
Eden			400	No	Head Bus Dr.	
Frontier	1		9,889	Yes		10 mos.; T.S. x 1.055
Gowanda	1		14,458	Yes		10 months
Kenmore	1		9,187	Yes		
Lake Shore	1		17,649	No	Teacher	.8-Attend. Officer
Lancaster	1		19,049	Yes		11 months
Maryvale	1					P.T. Teacher-add'l. $500
Sweet Home	1		10,990	Yes		
Tonawanda	1		13,750	Yes		T.S. B-11 max. + long.
West Seneca	1		10,452			
NIAGARA COUNTY						
Barker	1		9,100	Yes		
Lockport	1		16,195	Yes		
Niagara-Wheatfield	1		13,210	Yes		
North Tonawanda	1		16,580	No		
Wilson	1		13,300	No		Incl. $600 for census enumeration
(A-294) PHYSICIAN						
ALLEGANY COUNTY						
Andover	1		2,000			
Angelica	0.1					$2.50/exam; $60 car allow.
Belfast		800	800	No		
Bolivar						Free when needed
Fillmore	1		1,500	No		
Richburg			2,000			P.T.
Rushford	0.10		1,100	No		
Wellsville			4,700	No		Contract
CATTARAUGUS COUNTY						
Allegany			4,700	No		
Ellicottville	1					BOCES
Portville			4,940	No		P.T.
Salamanca			8,450	No		BOCES
West Valley	0.05			No		BOCES
CHAUTAUQUA COUNTY						
Brocton			4,000	No		
Cassadaga Valley			4,500	No		
Chautauqua			1,800	No		
Clymer			2,600	No		
Falconer						BOCES
Fredonia			9,000			
Jamestown	1		24,500	No		
Panama			2,300			
Pine Valley						Fee basis
Sherman			1,800	No		
Silver Creek						2: $4.00/adult exam $1.50/student exam
Westfield			3,600	No		As needed

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-294) PHYSICIAN (continued)			
ERIE COUNTY						
Akron						Fee basis: $2.00/student, $3.00/athl., $5.00/adult
Alden	1		$ 5,500	No		Fee basis: $7.00/exam
Amherst #18						Contract
Cheektowaga	1		10,500			
Cleveland Hill			5,500	No		
East Aurora	0.40					Fee basis
Gowanda						Contract
Griffith Institute			9,000	No		$2.00/student exam, $10.00/employee exam
Hamburg	8					P.T.
Iroquois			7,800			
Kenmore			9,750	No		Contract
Lake Shore	2		12,000	No		Fee basis
Lancaster				No		$1.50/exam
Maryvale						
North Collins						
Sloan	0.20		6,000	No		
Sweet Home	1		10,000	No		
Tonawanda			10,025	No		Fee basis
West Seneca						
Orchard Park	1		18,000	No		
NIAGARA COUNTY						
Lewiston-Porter						$1.25/pupil, $1.50/athl., $1.00/working papers, $8.00/staff member exam
Lockport	0.20		3,000	No		2 afternoons/wk., 1 hr.
Niagara Falls	1		19,353	No		P.T.
Niagara-Wheatfield						
North Tonawanda	1		22,800	No		
Wilson	4					$5,000 budgeted for student & employee exams
Chautauqua BOCES	1		10,000	No		
			(A-294) NURSE-TEACHER			
ALLEGANY COUNTY						
Andover	1		10,195			
Bolivar	1		9,880	Yes		
Fillmore			10,360	Yes	Attend.	
Richburg	0.8	$ 7,200	15,355	Yes		
Rushford	1		11,840	Yes		
Wellsville	3	10,432	13,495	Yes		
CATTARAUGUS COUNTY						
Ellicottville	1		10,779		Attend. Super.	
Randolph	2	13,000	13,535	Yes		Elem./H.S.
Salamanca	2	11,561	11,961	Yes		
West Valley	1		10,998	Yes		
CHAUTAUQUA COUNTY						
Bemus Point	1		11,850	Yes		T.S.
Brocton	1		10,354	Yes	Attend.	
Cassadaga Valley	2	8,651	11,930			

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-294) NURSE-TEACHER (continued)			
Chautauqua	1		$ 9,050	Yes		
Clymer			6,996	Yes		3 days/week
Dunkirk	3	$10,324	11,704	Yes		
Falconer	2	7,600	13,955	Yes		
Fredonia	3	12,469	13,519	Yes		
Frewsburg	2	10,050	12,073	Yes	Attend. Super.	
Jamestown	4					
Mayville	1		11,842	Yes	Census Taker	
Panama	1		11,600			
Pine Valley	2	8,400	8,700	Yes		
Sherman	1		12,125	Yes		
Silver Creek	2	8,900	15,150	Yes	Asst. Attend.	
ERIE COUNTY						
Akron	1		12,670	Yes		Elem. School
Alden	4	11,480	13,855	Yes		
Amherst #18	1		14,957			Supervises 3 schools; 6 P.T. nurses aides
Amherst Central	4	9,930	15,629	Yes		
Cheektowaga	3	13,320	13,550			T.S.
Clarence	3.5	10,640	14,600	Yes		
East Aurora	3	13,950	14,425	Yes		
Eden	2	10,960	11,069	Yes		
Frontier	9	8,073	18,600	Yes		
Gowanda	2	10,202	11,494	Yes		
Grand Island	4	8,994	12,324	Yes		
Griffith Institute	4	9,110	14,154	Yes		T.S.
Hamburg	7	9,650	16,450	Yes		
Iroquois	3	13,803	14,275	Yes		
Kenmore	16	10,597	15,140	Yes		
Lake Shore	4	12,385	13,715	Yes		
Lancaster	6	8,346	14,142	Yes		
Maryvale	6	8,525	14,555	Yes		
North Collins	2	9,925	12,685	Yes		
Sloan	4	11,450	14,100	Yes		
Sweet Home	8.5	8,894	14,884	Yes		
West Seneca	9	8,314	13,825			
Orchard Park	5	9,723	14,379	Yes		
NIAGARA COUNTY						
Barker	1		12,100	Yes		
Lockport	7	9,540	15,423	Yes		
Newfane	2	11,373	13,413	Yes		
Niagara-Wheatfield	5	11,380	13,025	Yes		
North Tonawanda	10	8,714	16,008	Yes		
Royalton-Hartland	1		13,144	Yes		
Starpoint	3	9,830	12,200	Yes		
Wilson	2	12,000	12,225	Yes		
ORLEANS COUNTY						
Medina	3	8,050	14,700	Yes		T.S.
Allegany BOCES	1		12,640	Yes		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-294) NURSE			
ALLEGANY COUNTY						
Angelica	1		$ 5,600	No		
Belfast	1		7,600	No		
CATTARAUGUS COUNTY						
Pioneer	3	6,734	7,669	No		
Portville	1.7			No		$3.92-4.14/hr.; F.T.-6-12, P.T.-K-5
CHAUTAUQUA COUNTY						
Clymer				No		$3.50/hour
Forestville	1		6,300	No		
Southwestern	2	9,495	12,225	Yes		
Westfield	1		13,650	Yes		
ERIE COUNTY						
Akron	1		7,750	No		H.S. (Civil Service)
Cheektowaga	1		7,150			Civil Service
Clarence	1		5,577	No		$4.40/hr., 6.5 hrs./day
East Aurora	0.5					2 P.T.
Eden	2	4,690	5,468	No		R.N.
Gowanda	1		10,868	Yes		
Hamburg	1		8,200	Yes		R.N.
Kenmore	1		7,900	No		
Lake Shore	1		6,500	No		
Lancaster	3		6,500	No		R.N.
Maryvale	1		7,200	No		
Orchard Park	1		6,557	Yes		
Tonawanda	6	7,200	15,630	Yes		
West Seneca	4	7,675	8,975			R.N. (Civil Service)
NIAGARA COUNTY						
Lewiston-Porter	2			No		$4.46/hour
Royalton-Hartland	1		4,981	Yes		
Wilson	1		9,625	Yes		
			(A-294) DENTAL HYGIENIST			
ALLEGANY COUNTY						
Angelica	0.25					BOCES
Belfast	0.25	7,600	13,000	No		
Bolivar	0.4					BOCES
Wellsville	1		12,222	Yes		
CATTARAUGUS COUNTY						
Ellicottville	1					.5 yr. F.T.-BOCES
Pioneer	2	8,137	9,695	No		
Portville	0.75		7,640	No		
Randolph	1		13,000	Yes		
West Valley	0.5					BOCES
CHAUTAUQUA COUNTY						
Dunkirk	1		11,859	Yes		
Sherman						BOCES

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-294) DENTAL HYGIENIST (continued)			
Westfield	1		$12,300	Yes		
ERIE COUNTY						
Frontier	2	$ 8,073	18,600	Yes		
Griffith Institute	0.5		5,410	Yes		T.S. pro-rated
Hamburg	4		9,300	Yes		
Kenmore	1		11,352	Yes		
Lancaster	2	10,774	13,127	Yes		
Tonawanda	2	7,200	13,030	Yes		
West Seneca	3	7,452	9,532			
NIAGARA COUNTY						
Barker	0.5		5,900	Yes		
Lockport	1		12,000	No		
Niagara-Wheatfield	1		9,700	Yes		
North Tonawanda	2	6,992	7,550	No		
Royalton-Hartland	1.4		13,812	Yes		
Starpoint	1		12,700	Yes		
ORLEANS COUNTY						
Medina	0.5	4,025	7,350	Yes		T.S.
Allegany BOCES	3	7,100	9,500	Yes		
Cattaraugus BOCES	1.4	9,950	10,650	Yes		
Chautauqua BOCES	0.42		4,106			
			(A-294) AIDES (CLASSROOM-PROFESSIONAL CERTIFIED ONLY)			
CATTARAUGUS COUNTY						
Salamanca	5		3,458	No		Teaching Assistants
CHAUTAUQUA COUNTY						
Clymer				No		$2.70/hour
Panama						$2.36/hour
ERIE COUNTY						
Akron	2	5,000	5,600	No		
Alden	1		5,053	No		
East Aurora	1		5,500	Yes		
Griffith Institute	0.5	2,300	4,400	No		Teaching Asst.: 7 F.T. and P.T.
Hamburg	5			No		$2.00-2.10/hour
Sloan	2			No		Teacher Asst.:$3.00-$3.52/hr.
Tonawanda	19		3,186	No		$2.95/hr., 6 hrs., 180 days
Allegany BOCES	2	3,370	3,820	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-295) SOCIAL WORKER			
ERIE COUNTY						
Clarence	1		$17,200			
Grand Island	1		16,191	Yes		
			(A-295) OTHER			
CATTARAUGUS COUNTY						
Ellicottville			450			Consultant Dentist
CHAUTAUQUA COUNTY						
Jamestown	1		8,973	No		Psychometrist
ERIE COUNTY						
Cleveland Hill	1		1,500	No		Dentist
Grand Island	1		16,733	Yes		Reading Consultant
	1		8,112	Yes		Speech Therapist
Griffith Institute						Supervising Dentist - non-salaried
Lancaster	3	$ 8,060	10,150	Yes		Speech Teachers
Sloan	0.01		200	No		Dentist
NIAGARA COUNTY						
Niagara Falls	1		15,990	No		Human Relations specialist
	1		18,122	No		Human Relations coord.
	1		20,254	No		Reading, Lang. Arts. coord.
Niagara-Wheatfield	1		9,532	Yes		Speech Therapist

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's Minimum	Less Than Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's + 30 hrs. Minimum	Bachelor's + 30 hrs. Maximum	Bachelor's + 60 hrs. Minimum	Bachelor's + 60 hrs. Maximum	Master's Degree Minimum	Master's Degree Maximum
				(A-220) CLASSROOM TEACHERS							
ALLEGANY COUNTY											
Andover				$ 7,350	$13,385	$ 7,800	$14,217	$ 8,250	$15,050	$ 7,850	$14,310
Angelica	12			7,600	12,000	7,960	12,360	8,220	12,720	7,960	12,360
Belfast				7,600	11,780	8,050	12,478	8,350	13,175	8,350	12,943
Bolivar				7,500	12,220	7,800	12,700	8,300	13,200	8,000	12,900
Fillmore	25	$ 7,400	$13,580	7,400	13,580	7,850	14,030	8,300	14,480		
Richburg	18			7,596	12,600	8,229	13,894	8,651	16,004	8,440	15,614
Rushford	20	7,100	7,590	7,400	12,950	7,850	13,440	8,300	13,850	7,950	13,540
Wellsville	14			7,650	11,857	8,100	12,690	8,550	13,552	7,850	12,057
CATTARAUGUS COUNTY											
Allegany	20			7,975	13,225	8,475	13,725	8,975	14,225	8,700	13,950
Ellicottville	19			7,300	11,972	7,811	13,115	8,322	14,316	+ 200	+ 200
Pioneer				7,950		8,460		8,970		+ 300	
Portville	15	6,600	8,850	7,825	12,450	8,425	13,050	9,025	13,650	8,625	13,250
Randolph	15			7,778	13,000	8,328	13,925	8,878	14,475	8,628	14,475
Salamanca	15			7,700	11,261	8,200	12,802	8,700	13,302	8,400	13,419
West Valley		No salary schedule: Starting salary remains the same as 1972-73: $7,450 - All received 6% increase.									
CHAUTAUQUA COUNTY											
Bemus Point	21			8,100	12,200	8,610	12,710	9,120	13,570	+ 100	(II,III,IV)
Brocton	13			7,700	12,693	8,200	13,193	8,700	13,693	8,300	13,293
Cassadaga Valley	11			7,900	11,900	8,350	13,150	8,800	14,300	+ 250	+ 250
Chautauqua	18			7,900	12,285	8,350	13,500	8,800	14,620		
Clymer		7,200	12,538	7,700	13,038	8,250	13,674	8,850	14,310	8,350	13,780
Dunkirk	16	7,600	12,458	7,600	12,458	8,100	12,958	8,600	13,450	8,300	
Falconer		7,210	12,160	7,600	12,550	7,990	12,940	8,380	13,330	8,225	13,175
Forestville	14			7,400	11,250	7,900	11,750	8,400	12,250	8,100	11,950
Fredonia	14			7,800	12,469	8,416	12,994	8,935	14,107	8,780	13,361
Frewsburg	16			7,800	12,200	8,190	13,240	8,580	13,630	8,425	13,475
Jamestown	12	8,125	13,284	8,225	14,443	8,710	14,928	9,204	15,422	8,957	15,175
Mayville	14			7,850	11,800	8,360	12,310			8,510	12,460
Panama	14			8,000	11,600	8,600	12,500	9,050	12,950	8,900	12,800
Pine Valley	12	6,900	11,600	7,800	12,500	8,300	13,000	8,800	13,500	8,400	13,100
Sherman				7,800	12,125	8,200	12,850	8,600	13,600	8,200	12,850
Silver Creek	18			8,000	8,750	8,750	13,950	9,500	14,750	8,850	14,050
Southwestern	18		11,818	8,150	12,225	8,761	13,244	9,576	14,466	9,087	13,977
Westfield	14			7,700	12,300	8,200	12,800	8,700	13,300	+ 100	+ 200
ERIE COUNTY											
Akron		8,300	12,925	8,300	12,925	8,900	13,525	9,500	14,125	9,300	14,450
Alden	14			8,200	13,530	8,700	14,355			9,175	15,349
Amherst #18	13			8,850	15,576	9,381	16,107	9,912	17,258	9,735	17,081

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs. Minimum	Master's + 30 hrs. Maximum	Master's + 60 hrs. Minimum	Master's + 60 hrs. Maximum	Doctorate Degree Minimum	Doctorate Degree Maximum	Other Minimum	Other Maximum	Longevity Incr. Year Earned	Longevity Incr. Amount	DISTRICT
					(A-220) CLASSROOM TEACHERS					
										ALLEGANY COUNTY
										Andover
$ 8,300	$15,142									
8,220	12,720	$ 8,680	$13,080	$ 8,680	$13,080			18	$ 400	Angelica
8,850	13,640							1970	400	Belfast
								1971	100	
								1972	50	
								16 & 21	500	Bolivar
8,500	13,400					$ 8,750 (BA + 90)	$14,930			Fillmore
										Richburg
8,756	16,199									Rushford
8,300	13,850			8,400	13,950					
8,300	12,890	8,750	13,772					15+	275	Wellsville
										CATTARAUGUS COUNTY
								20	425	Allegany
9,200	14,450	9,700	14,950			8,833 (BA + 90)	15,187	16, 21	292-353	Ellicottville
								26, 30	292-353	
								16,21,26	500	Pioneer
							200	17, 21	400	Portville
9,225	13,850					(BA+60, MA+36)				
								20	425	Randolph
9,178	14,775							25	500	
								16, 21	300	Salamanca
8,900	13,919	9,400	14,419							West Valley
No salary schedule: Starting salary remains the same as 1972-73: $7,450-All received 6% increase.										
										CHAUTAUQUA COUNTY
								21	1 Step	Bemus Point
								20, 25	1 Step	Brocton
8,800	13,793									Cassadaga Valley
8,600	13,400	9,050	14,550							Chautauqua
										Clymer
8,950	14,416									
								21	322	Dunkirk
8,800	13,158			9,300	14,158			26	280	
										Falconer
8,615	13,565	9,005	13,955					20	11,350	Forestville
8,600	12,450							21	11,500	
								22	11,700	
								21	300	Fredonia
9,299	14,474	9,799	14,999	10,026	15,209			17, 20	350	Frewsburg
8,815	13,865	9,205	14,255							
								17,22,27	500	Jamestown
9,451	15,669	9,944	16,162	10,144	16,362			20	600	Mayville
								25	500	
								17,20,23	375	Panama
9,500	13,400					9,300	14,000	20,25,30	300	Pine Valley
8,900	13,600	9,400	14,100			(BA + 90)				
										Sherman
8,600	13,600									Silver Creek
9,600	14,850					10,770	16,015	20,25,30	408	Southwestern
9,902	15,200	10,391	15,689					20	300	Westfield
										ERIE COUNTY
								15	500	Akron
9,900	15,050							20	900	
								25	1,200	
								30	1,400	
								35	1,600	
								16,21,26	325	Alden
9,675	16,183							31,36,41	325	
10,266	17,612	10,797	18,762	11,151	19,116			20,25,30	300	Amherst #18

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's Minimum	Less Than Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's + 30 hrs. Minimum	Bachelor's + 30 hrs. Maximum	Bachelor's + 60 hrs. Minimum	Bachelor's + 60 hrs. Maximum	Master's Degree Minimum	Master's Degree Maximum
(A-220) CLASSROOM TEACHERS (continued)											
Amherst Central	15			$ 8,850	$15,576	$ 9,381	$16,107	$ 9,912	$17,081	$ 9,735	$17,258
Buffalo	15			8,695	13,903	9,476	14,684	10,257	16,333	9,910	15,985
Cheektowaga	13			8,000	13,320	8,600	13,800	9,200	14,400	9,000	14,200
Clarence	14			Open	13,300	Open	13,800	Open	14,300	Open	16,700
Cleveland Hill	14			8,440	13,047	9,106	13,713	9,661	15,379	9,438	15,157
East Aurora	14	$ 5,550 (less than 3 yr.) 7,600 (4 yr.)	$ 6,800 11,000	8,300	13,950	8,840	14,490	9,380	15,030	9,490	15,140
Eden				8,200	12,675	8,890	13,565	9,580	14,255	9,365	14,240
Frontier	14	8,073	13,773	8,600	14,300	9,305	15,005	10,010	15,710	9,655	16,005
Gowanda	14	7,608	11,194	8,260	12,602	8,860	13,658	9,460	14,714	9,310	14,108
Grand Island	13			8,100	12,798	8,910	14,256	9,720	15,750	9,315	15,228
Griffith Inst.	15			8,160	13,142	8,760	14,199	9,360	15,256	9,196	14,625
Hamburg	14	6,825	9,300	8,225	13,325	8,825	13,925	9,425	14,525	9,325	14,850
Hopevale	14			7,800	12,870					8,840	13,910
Iroquois				8,300	13,280	8,850	14,370			9,479	14,459
Kenmore	13	6,510	11,352	8,342	15,629	9,187	17,187	10,032	18,032	9,293	17,292
Lake Shore	15			8,280	13,355	9,110	14,185	9,940	15,015	9,410	15,075
Lancaster		7,748	12,657	8,060	13,187	8,640	13,505	9,220	14,665	9,100	15,653
Maryvale	18			8,525	13,555	9,125	14,155			9,600	16,000
North Collins	25	7,550	12,340	8,150	13,345	8,850	14,855	9,550	15,555	9,200	15,745
Sloan	16			8,550		9,150		9,750		9,500	
Sweet Home	15			8,335	14,170	8,845	14,680	9,355	15,190	9,385	16,980
Tonawanda	15	7,200	13,030	8,000	14,270	8,600	14,870	9,200	15,470	8,800	15,630
West Seneca	16			8,200	13,450	8,770	14,020	9,340	14,590	9,300	15,550
Orchard Park	15			8,425	13,981	8,848	14,404	9,552	16,498	9,048	14,604
NIAGARA COUNTY											
Barker	16	7,900	12,100	7,900	13,000	8,500	14,500				
Lewiston-Porter				8,450	12,400	9,140	14,095	9,455	15,160	9,455	15,160
Lockport		7,632	9,119	7,950	12,720	9,063	13,833	9,778	14,548	9,381	14,151
Newfane	15	7,875	12,310	7,875	13,513	8,505	14,074	8,715	14,295	8,715	14,295
Niagara Falls	30	7,503	13,279	8,100	15,228	8,829	16,403	9,558	17,577	9,129	17,877
Niagara-Wheat.	21			7,860	11,994	8,460	13,049	11,010	14,210	+ 300	
				8,010	12,300	8,610	13,465				
North Tonawanda		7,502	11,898	7,981	13,855	8,459	15,862	8,938	16,669	+ 350	+ 350
Royalton-Hartland	16			8,010	13,225	8,718	13,893	9,387	14,562	+ 200	+ 200
Starpoint		7,630	13,400	7,930	13,700	8,530	14,300	9,130	14,900	8,755	15,125
Wilson	14			8,000	11,900	8,600	13,100	9,200	14,075	8,800	13,675

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs. Minimum	Master's + 30 hrs. Maximum	Master's + 60 hrs. Minimum	Master's + 60 hrs. Maximum	Doctorate Degree Minimum	Doctorate Degree Maximum	Other Minimum	Other Maximum	Longevity Incr. Year Earned	Longevity Incr. Amount	DISTRICT
				(A-220) CLASSROOM TEACHERS (continued)						
$10,266	$17,612	$10,797	$18,762	$11,151	$19,116			20,25,30	$ 300	Amherst Central
10,691	16,767			11,313	17,389			15,20,25	434	Buffalo
9,600	14,800			9,700	14,900			14,20,25		Cheektowaga
Open	17,200	Open	17,700					18	300-500	Clarence
								23, 28	300	
10,105	15,823	10,770	16,490	10,993	16,711			19	350	Cleveland Hill
								24	700	
								29	1,050	
10,030	15,690	10,570	16,220					18	225	East Aurora
								19-27	475	
								28-32	750	
								33+	1,050	
10,055	15,205	10,745	15,895	+ 685						Eden
10,360	16,710	11,065	17,415					19,24,29	395	Frontier
9,910	15,164							15, 22	300	Gowanda
10,125	16,362			10,530	16,848					Grand Island
						10,026	15,922	20,25,30	326	Griffith Institute
9,786	15,682							19,24,29	450-500	Hamburg
9,925	15,450	10,525	16,050	10,645	16,170					Hopevale
										Iroquois
10,029	15,009			11,108	16,088					
10,138	18,137			10,877	18,876			16	450	Kenmore
								21,26,31	350	
10,240	16,205	11,070	17,035	11,570	17,535			18	360	Lake Shore
								23	720	
								28	1,080	
								35	1,440	
9,680	16,233	10,260	16,813					17	319	Lancaster
								21, 25	318	
10,200	17,950	10,800	18,550					15,20,25	400	Maryvale
9,300	16,445							17,21,25	360	North Collins
	10,100							15,18,21	550	Sloan
								24	500	
9,895	17,490	10,405	18,000	11,205	18,[illegible]00			17	535	Sweet Home
								22	530	
9,400	16,230							16	300	Tonawanda
								21	400	
								26	500	
				10,440	16,[illegible]			21, 26	375	West Seneca
9,870	16,120			11,007	17,955			15, 20	100, 150	Orchard Park
9,752	16,698	10,809	17,755					25, 30	200, 250	
										NIAGARA COUNTY
								20	250	Barker
								25	300	
								30	350	
								35	400	
10,145	15,850	10,490	16,195	10,805	16,510					Lewiston-Porter
10,096	14,966									Lockport
								15	551	Newfane
9,345	14,956							15	445	Niagara Falls
9,615	16,889	10,344	18,063	10,844	18,563	10,287 (BA + 90)	18,306	20, 26	486	
								30	569	
								15,18,21	400-425-450	Niagara-Wheatfield
								16, 21, 26, 31		North Tonawanda
9,288	17,019	9,767	17,426	+ 300	+ 300			20, 21	345	Royalton-Hartland
8,918	14,093	9,587	14,762					25, 26	345	
9,355	15,725	9,955	16,325	10,255	16,625			13	570	Starpoint
								17,22,27	500	
9,400	14,275	10,000	14,875					16,20,24	325	Wilson

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's Minimum	Less Than Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's + 30 hrs. Minimum	Bachelor's + 30 hrs. Maximum	Bachelor's + 60 hrs. Minimum	Bachelor's + 60 hrs. Maximum	Master's Degree Minimum	Master's Degree Maximum
					(A-220) CLASSROOM TEACHERS (continued)						
ORLEANS COUNTY											
Medina	17	$ 7,650	$14,300	$ 8,050	$14,700	$ 8,725	$15,375	$ 9,400	$16,050	$ 9,125	$15,775
Allegany BOCES	14	6,500	9,100	7,560	12,240	8,160	12,840	8,760	13,440	8,280	12,960
Cattaraugus BOCES		7,300	10,765	7,500	12,050	8,100	12,650	8,700	13,250	8,400	13,950
Chautauqua BOCES	17			7,800	12,214	8,424	13,179	9,048	14,465	8,632	13,716
Erie #1 BOCES				8,350	13,945	8,982	15,217	9,564	15,799	9,450	16,210
Erie #2 BOCES				8,000	15,263	8,522	15,785	9,334	16,597	8,812	16,075
Orleans-Niagara BOCES	17	7,725	13,165	8,175	13,615	8,625	14,065				

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

Master's + 30 hrs.		Master's + 60 hrs.		Doctorate Degree		Other		Longevity Incr. Year		
Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Earned	Amount	DISTRICT
					(A-220) CLASSROOM TEACHERS (continued)					
										ORLEANS COUNTY
$ 9,800	$16,450	$10,475	$17,125							Medina
8,880	13,560							15	$ 400	Allegany BOCES
9,000	13,550									Cattaraugus BOCES
9,256	14,680							20	300	Chautauqua BOCES
10,032	16,792	10,614	17,374					17, 22	700	Erie #1 BOCES
9,746	17,009					$ 9,967 (MA + 35)	$17,230	20,25,[illegible]	275	Erie #2 BOCES
										Orleans-Niagara BOCES

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-311) DIRECTOR OF ADULT EDUCATION			
ALLEGANY COUNTY						
Fillmore			$ 300	No	Teacher	
CATTARAUGUS COUNTY						
Allegany			200		Teacher	
Randolph			875	Yes	H.S.Librarian	
Salamanca			100	No	P.E. Teacher	
			825	No	I.A. Teacher	
CHAUTAUQUA COUNTY						
Brocton			900	No	Teacher	
Pine Valley			400		I.A. Teacher	
Silver Creek	0.20		1,200	No	Sci. Teacher	
Westfield			588	No	Teacher	As required
ERIE COUNTY						
Amherst Central	1		18,631	No		
Buffalo	1		26,434	Yes		
Cheektowaga			2,125	No	Teacher	T.S. + stipend
Cleveland Hill						Austerity-no program
East Aurora	0.20					
Eden			400			
Frontier			2,675	No	H.S. Math Tchr.	
Griffith Institute			800	No	Teacher	
Hamburg					Asst. Dir. of Ed. Services	
Iroquois			750		Art Teacher	P.T.
Kenmore	1		25,300	No		
Lake Shore			700	No		
Lancaster			2,000	Yes	Teacher	
Maryvale			2,600	No	P.E. Teacher	
Sloan			1,850	No	Teacher	
Sweet Home			1,500	No	Teacher	
Tonawanda			2,625	No		
West Seneca			2,310		Sci. Teacher	
Orchard Park					Curr. Coord.-K-12	
NIAGARA COUNTY						
Barker			700	No	Teacher	
Lewiston-Porter			1,500		Teacher	
North Tonawanda			2,250	No	Elem. Prin.	
Starpoint			1,600	No		
Wilson						Sr. Citizen Program-$1,000 budgeted
Allegany BOCES	1		16,695	No		
Chautauqua BOCES	33	$ 7,800	13,683	No		Teachers-Occ. Ed.
	37	7,800	13,879	No		Teachers-Spec. Ed.

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
(A-311) DIRECTOR (PRINCIPAL) OF SUMMER SCHOOL						
ALLEGANY COUNTY						
Wellsville	1				Asst. H.S. Prin.	
ERIE COUNTY						
Clarence	1			No	Elem. Prin.	Resp. rotated among 5 Elem. Principals
Frontier	1		$ 3,325	Yes	Asst. H.S. Prin.	T.S. x .212
	1		490	Yes	Asst. El. Prin.	Also Rem. Reading Tchr. @ $26.70/day 3 hrs./day
Griffith Institute					H.S. Prin.	Limited program
Hopevale					C.S.O.	
Maryvale			2,300	No	Math Teacher	
Sloan			1,800	No	Teacher	
Sweet Home	1		17,500	No	Spec.Ed. Coord.	
Tonawanda			1,943	No		Secondary
			1,313	No		Elementary
West Seneca			2,400		Sci. Teacher	
Orchard Park	1				Asst. H.S. Prin.	
NIAGARA COUNTY						
Niagara Falls			1,484	No		
Niagara-Wheatfield			1,500	Yes		
North Tonawanda			1,500	No	Teacher	

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
(A-320) ADULT EDUCATION TEACHER					
ALLEGANY COUNTY					
Fillmore	$ 5.00				
CATTARAUGUS COUNTY					
Allegany	4.00				First year
	4.25				Second year
	4.75				Third year
Pioneer	6.00				
Randolph	5.75-6.25				Non-certified
	6.75-7.25				Certified
Salamanca	6.00				
West Valley	4.00				
CHAUTAUQUA COUNTY					
Bemus Point	5.00				
Brocton	6.00				First year
	7.00				One or more years of service
Clymer	7.00				Certified
Dunkirk	6.00				
Fredonia	6.00				
Jamestown	8.00				
Pine Valley	4.00				
Silver Creek	5.50				

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
		(A-320) ADULT EDUCATION TEACHER (continued)			
Southwestern	$ 8.00				Plus $.10/mile
Westfield	5.50				
ERIE COUNTY					
Amherst Central	8.00				
Buffalo	8.71				First year
	9.32				Subsequent years
East Aurora	5.00				Step 1
	5.50				Step 2
	6.00				Step 3
Eden	5.00-6.00		$30 - 35		$.25/hr. increase per year Driver Ed.-3 hr. course
Frontier	7.25				First year
	7.50				Subsequent years
	7.70				Maximum
Gowanda	5.75				
Grand Island	5.00				Step 1
	5.25				Step 2
	5.50				Step 3
Griffith Institute	3.50-5.50				Certified
Hamburg	5.25	$ 6.00			Adult Ed. Certified
	6.00	6.75			BA or Teaching Certified
	4.00				Recreation Supervisor
Iroquois	6.00				
Kenmore	6.07				
	6.97				
	7.92				
Lake Shore	5.00-7.00				Depending on experience
Lancaster	6.50-7.00				
Maryvale	6.00				Step 1
	6.50				Step 2
	7.00				Step 3
	7.50				Step 4
Sloan	5.00-6.00				4 steps; Adult Ed. certified
	6.00-7.50				4 steps; Reg. Tchr. certified
Sweet Home	7.00				
Tonawanda	5.00-7.50				5 steps-all subjects
West Seneca	5.25				Step 1
	5.50				Step 2
	5.75				Step 3
	6.00				Step 4
Orchard Park	7.00				
NIAGARA COUNTY					
Barker	5.00				First year
	5.25				Second year
	5.50				Third year
Lewiston-Porter	5.50				
Lockport	6.00				
Niagara Falls	7.40				First year
	7.40				Second year
	7.95				Third year
North Tonawanda	6.00				
Starpoint	6.50				
Allegany BOCES	7.50				
Cattaraugus BOCES	7.00				
Chautauqua BOCES	8.00				3 Teachers from salary range $10,927-13,170 for Driver Ed.
Erie #1 BOCES	8.00				
Erie #2 BOCES	8.00				
Orleans-Niagara BOCES	7.50				

BLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

STRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARK
		(A-320) SUMMER SCHOOL TEACHER			
LEGANY COUNTY					
Wellsville	$ 7.75				
TTARAUGUS COUNTY					
Pioneer					6 wks.: $1,100-1,200
Salamanca				$ 150	Driver Ed.-6 wks.-6 teachers
				100	Swimming-.5 day-8 weeks
				336	Speech Corr.-1 month
				168-169	Music Instruction-2 teachers
				157	LLL Reading-6 teachers
West Valley	4.00				
HAUTAUQUA COUNTY					
Clymer	7.00				Certified teachers
Dunkirk					Last year T.S. x .005
Falconer	7.50				Driver Ed.
Jamestown	8.00				
Mayville	7.00				If needed
Pine Valley		$12.50			
Silver Creek			$ 48.38		3 teachers at different
			41.93		daily rates
			35.48		
Southwestern					T.S. x .025
RIE COUNTY					
Akron			41.50		
Buffalo	8.71				First year
	9.32				Subsequent years
Clarence			50.00		
Cleveland Hill	7.50				Austerity budget
East Aurora	7.00				
Eden			30.00		$990/session; 4 teachers receive a lump sum for course
Frontier	8.00		40.00		5 hr./day; BA degree
	8.45		42.25		5 hr./day; BA + 30 hrs.
	8.90		44.50		5 hr./day; BA + 60 hrs.
Griffith Institute					Driver Ed.; $1,200/teacher/ course
Hopevale					$450/summer session
Iroquois			36.00-45.00		Driver Ed.
Kenmore			43.33 (max.)		Elem., Jr. H.S.; T.S. x .10
			44.68 (max.)		Sr. H.S.; T.S. x .10
Lancaster					Secondary-$350-400/session
					Driver Ed.-$350-400/session
					Study Hall-$200/session
					Elementary-$600/session
					T.S. x .05/day
Maryvale			32.00-46.00		BA degree; 12 steps
Sloan			33.50-48.50		BA + 30 or MA; 13 steps
			35.00-51.00		BA + 60; 14 steps
Sweet Home			25.00-26.00		10% of annual salary; 4 hrs./day,
			39.00		33 days; Limit: $1,300
Tonawanda		12.00-16.00			Sec.-5 steps/1.5 hr. class period
		19.50-25.50			El.-5 steps/3 hr. class period
West Seneca					$441-one period/day
					$882-two periods/day
					$1,323-Three periods/day
Orchard Park					Based on T.S.

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
			(A-320) SUMMER SCHOOL TEACHER (continued)		
NIAGARA COUNTY					
Lockport					3 Levels: $400, 450, 500
Newfane			$ 37.50		
Niagara Falls	$ 7.40				First year
	7.70				Second year
	7.95				Third year
Niagara-Wheatfield					$900-1,000 per session
North Tonawanda	6.20		31.45		
	8.73		43.65		
Erie #1 BOCES			50.00		Contract rate
			(A-320) SUBSTITUTE TEACHER		
ALLEGANY COUNTY					
Andover			36.75		
Angelica			36.00		
Belfast			38.00		K-12 and Special
Bolivar			36.00		Certified
			33.00		College graduate
			30.00		College attendance (min. 2 yrs.)
Fillmore			37.00		
Richburg			36.00		
Rushford			37.00		
Wellsville			26.00-36.00		Depends on certification
CATTARAUGUS COUNTY					
Ellicottville	1.80				Teacher Aide
			34.50		Certified
			30.00		Non-certified
Pioneer			27.00		No degree
			28.00		Degree-non-certified
			30.00		Degree-Certified
Portville			39.00		Certified in subject area
			33.00		Certified, not in subject area
			30.00		Non-certified or graduate
Randolph			30.00		
Salamanca			30.00-34.00		No degree: $1 raise for each 200 days in district
			31.50-36.50		BA degree: $1.25 raise for each 200 days in district
			33.00-38.00		BA+30: $1.25 raise for each 200 days in district
			34.50-39.50		BA+60: $1.25 raise for each 200 days in district
West Valley			37.25		
CHAUTAUQUA COUNTY					
Bemus Point			26.00-30.00		For uncertified to certified
			27.00-31.00		5 steps
			28.00-32.00		
			29.00-33.00		
			30.00-34.00		
Brocton			26.00		Non-certified
			30.00		Certified
Cassadaga Valley			26.00-30.00		Non-certified-5 steps
			30.00-34.00		Certified-5 steps
Chautauqua			30.00		
Clymer			35.00		
Dunkirk			30.00		$36.00 after 10 days in one assignment
Falconer			26.00		Non-certified
			30.00		Certified

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
			(A-320) SUBSTITUTE TEACHER (continued)		
Forestville			$ 31.00		
Fredonia			26.00		Non-certified
			34.00		Certified
Frewsburg			30.00-34.00		Depends on experience and certification
Jamestown					T.S. x .05
Mayville			30.00		Certified
			26.00		Non-certified
Panama			26.00-40.00		Certified and qualified; 5 steps-Degree; 5 steps-no degree
Pine Valley			39.00		
Silver Creek			30.00		Certified
			26.00		Non-certified
Southwestern			28.00		Non-certified (no NYS degree)
			40.75		Certified
Westfield			30.00		Certified
			26.00		Non-certified
Sherman			30.00-31.00		No experience; with experience
ERIE COUNTY					
Akron			30.00		6.5 hr./day
			34.00		7.5 hrs./day
Alden			25.00-37.00		Depends on yrs. of experience in district
Amherst #18			30.00-35.00		5 steps
Amherst Central			30.00-35.00		5 steps
Buffalo			30.00		BS to 200 days service; Add $1.50 for each 30 hrs. beyond BS to 60; Add $1.25 for each 200 days to 801
Cheektowaga			20.00		Without experience
			25.00		With experience
Clarence			30.00		
Cleveland Hill			22.50		Permanent sub. teacher
			25.00		
East Aurora			30.00		
			36.00		600 days or more service
Eden			25.00		Less than one year experience
			30.00		Over one year experience
			35.00		Reg. sub.-respon. for lesson plans
Frontier	$ 5.28		38.28		BA degree
	5.76		41.76		BA + 30 hrs.
Gowanda			33.00		
Grand Island			25.00		
Griffith Institute			29.00		Non-certified
			33.00		Certified
Hamburg			26.00		No degree
			36.00		BA degree
			40.00		MA degree
Hopevale			25.00		
Iroquois			30.00		
Kenmore			30.00		
Lake Shore			26.00		Non-certified
			31.00		Certified
Lancaster			28.00		
Maryvale			25.00		First year
			27.00		Subbed in district prior to 1971-72
North Collins			26.00		First year
			27.25		After 1 year experience in N.C.
			28.50		After 2 yrs. experience in N.C.
			29.75		After 3 yrs. experience in N.C.
			31.00		After 4 yrs. experience in N.C.
Sloan			25.00		Must have BA & certificate
Sweet Home			25.00		
Orchard Park			30.00		Non-certified
			34.00		Certificate; less than 10 days
			36.50		Certified; more than 10 days in district.

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
			(A-320) SUBSTITUTE TEACHER (continued)		
Tonawanda			$ 35.00		All subjects
West Seneca			30.00		
NIAGARA COUNTY					
Barker			30.00		Less than 200 days experience
			31.00		200-400 days experience
			32.00		401-600 days experience
			33.00		601-800 days experience
			34.00		801-1000 days experience
Lewiston-Porter			30.00		Steps 1-5 increased to $34, 35,
			31.50		37, 38, 40 respectively after
			33.00		10 consecutive days with recom.
			34.50		
			36.00		
Lockport			30.00		
Newfane			30.00		
			39.00		After 10 days in same class
Niagara Falls			32.00		Any level or subject
			33.00		MA Degree
					$1.50 add'l./day-Special classes
Niagara-Wheatfield			30.00		
North Tonawanda			30.00		
Royalton-Hartland		$ 4.33	26.00	$ 130.00	K-12
Starpoint			30.00		
Wilson			27.00		Based on $5,400 starting pay
ORLEANS COUNTY					
Medina			27.00-30.00		
Allegany BOCES			36.00		
Cattaraugus BOCES			37.50		
Chautauqua BOCES			34.00		
Erie #1 BOCES			29.00		
Erie #2 BOCES			32.00		Non-certified
			36.00		Certified
Orleans-Niagara BOCES			30.00		

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3 No.	Steps 1-3 %	Steps 4-7 No.	Steps 4-7 %	Steps 8-11 No.	Steps 8-11 %	Steps 12-14 No.	Steps 12-14 %	Steps 15 and Up No.	Steps 15 and Up %	Total No.	Mean Salary
ALLEGANY COUNTY												
Andover	8	23.0	3	9.0	7	21.0	3	9.0	13	38.0	34	$ 11,223
Angelica	5	20.0	6	24.0	3	12.0	7	28.0	4	16.0	25	10,689
Belfast	6	21.0	6	21.0	6	21.0	7	25.0	3	12.0	28	10,342
Bolivar	10	22.0	7	15.0	7	15.0	5	12.0	16	36.0	45	10,800
Fillmore	12	24.0	10	20.0	7	14.0	7	14.0	15	28.0	51	11,317
Richburg	8	25.8	7	22.6	3	9.7	1	3.2	12	38.7	31	10,200
Rushford	13	42.0	5	16.0	6	19.0	5	16.0	2	7.0	31	9,727
Wellsville	21	18.0	18	15.0	16	13.0	64	54.0			119	11,036
CATTARAUGUS COUNTY												
Allegany	16	19.0	18	22.0	11	13.0	14	17.0	23	29.0	82	11,397
Ellicottville	5	11.0	9	20.0	10	22.0	8	17.0	14	30.0	46	11,071
Pioneer					(No steps - No salary schedule)							11,024
Portville	16	19.2	15	18.2	25	30.0	8	9.6	19	23.0	83	11,400
Randolph	13	17.0	15	19.0	8	10.0	8	10.0	34	44.0	78	12,319
Salamanca	19	16.0	21	18.0	13	11.0	30	26.0	33	29.0	116	11,469
West Valley	12	37.0	10	30.0	3	9.0	1	3.0	7	21.0	33	9,546
CHAUTAUQUA COUNTY												
Bemus Point	9	12.0	8	11.0	8	11.0	29	38.0	21	28.0	75	11,550
Brocton	21	36.2	9	15.6	12	20.7	4	6.8	12	20.7	58	10,278
Cassadaga Valley	18	19.0	28	29.0	49	52.0					95	10,953
Chautauqua	15	42.0	6	16.0	2	6.0	6	16.0	7	20.0	36	11,360
Clymer	18	37.0	11	22.0	8	16.0	9	19.0	3	6.0	49	9,964
Dunkirk	31	20.0	29	18.0	38	24.0	46	30.0	13	8.0	157	11,543
Falconer			No step schedule - Second year of 3-Year Contract - $500 Increase									11,702
Forestville	16	28.0	13	22.0	9	15.0	8	14.0	12	21.0	57	10,078
Fredonia	12	9.0	32	24.5	37	28.5	41	32.0	8	6.0	130	11,450
Frewsburg	16	22.0	23	32.0	9	12.0	8	11.0	17	23.0	73	10,638
Jamestown	58	14.0	100	23.0	89	21.0	109	25.0	72	17.0	430	12,119
Mayville	11	22.0	11	22.0	4	8.0	10	20.0	14	28.0	50	
Panama	13	27.0	14	29.0	9	18.0	10	20.0	3	6.0	49	10,457
Pine Valley	18	29.0	19	30.0	8	13.0	2	3.0	16	25.0	63	10,726
Sherman	11	28.0	4	10.0	10	26.0	4	10.0	10	26.0	39	10,409
Silver Creek	16	19.0	25	29.0	14	16.0	5	6.0	26	30.0	86	11,420
Southwestern	22	14.67	38	25.33	28	18.67	45	30.0	17	11.33	150	
Westfield	13	16.25	23	28.75	13	16.25	31	38.75			80	11,128
ERIE COUNTY												
Akron	26	27.0	18	19.0	16	17.0	14	15.0	21	22.0	95	11,798
Alden	20	13.2	47	31.1	29	19.2	55	36.4			151	12,543
Amherst #18	8	12.33	15	23.07	10	15.38	5	7.69	27	41.53	65	14,460
Amherst Central	18	11.0	40	24.0	16	10.0	45	27.0	46	28.0	165	14,907
Buffalo					(not available)							12,390
Cheektowaga	28	15.7	56	31.5	30	16.9	26	14.6	38	21.3	178	11,754
Clarence	29	12.0	51	22.0	35	15.0	92	39.0	28	12.0	235	13,472
Cleveland Hill	19	14.0	31	23.0	11	8.0	11	8.0	65	47.0	137	13,292
East Aurora	31	17.3	41	22.9	30	16.8	36	20.1	41	22.9	179	12,604
Eden	18	12.3	34	23.3	26	17.8	20	13.7	48	32.9	146	12,506
Frontier	44	13.0	88	26.5	48	14.5	89	26.5	66	19.5	335	13,086
Gowanda	26	20.0	29	22.0	19	15.0	20	16.0	35	27.0	129	11,816
Grand Island	38	17.0	64	28.0	40	17.0	86	38.0			228	
Griffith Institute	43	24.2	37	20.8	28	15.7	30	16.3	41	23.0	179	12,101
Hamburg	77	23.0	114	34.0	56	17.0	22	7.0	63	19.0	332	11,553
Hopevale	3	38.0	3	38.0	1	12.0			1	12.0	8	11,000
Iroquois	34	17.0	47	23.0	39	19.0	21	10.0	64	31.0	205	12,209
Kenmore	131	13.0	274	28.0	159	16.0	114	12.0	312	31.0	990	13,385

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS (continued)

DISTRICT	Steps 1-3 No.	%	Steps 4-7 No.	%	Steps 8-11 No.	%	Steps 12-14 No.	%	Steps 15 and Up No.	%	Total No.	Mean Salary
Lancaster	49	14.0	106	30.0	81	23.0	42	12.0	74	21.0	352	$ 12,309
Maryvale	46	13.4	109	31.9	68	19.9	69	20.2	50	14.6	342	13,520
North Collins	21	28.0	19	25.3	13	17.3	17	22.7	5	6.7	75	11,010
Sloan	34	26.0	38	30.0	27	21.0	24	19.0	5	4.0	128	11,791
Sweet Home	50	11.82	105	24.82	100	23.64	48	11.35	120	28.37	423	13,159
Tonawanda	39	14.8	92	35.0	49	18.6	15	5.7	68	25.9	263	12,239
West Seneca	186	25.0	275	37.0	121	16.0	46	6.0	115	16.0	743	11,173
Orchard Park	61	21.0	66	23.0	55	19.0	71	24.0	39	13.0	292	
NIAGARA COUNTY												
Barker	26	32.50	23	28.75	9	11.25	8	10.0	14	17.50	80	10,597
Lewiston-Porter	34	14.0	67	29.0	44	19.0	35	15.0	54	23.0	234	11,950
Lockport	61	17.0	112	31.0	63	18.0	34	10.0	87	24.0	357	11,762
Newfane	23.5	17.0	38	27.0	21	15.0	16	12.0	40	29.0	138.5	11,722
Niagara Falls	143	14.34	234	23.46	170	17.04	111	11.13	339	34.0	997	14,273
Niagara-Wheatfield	51	17.0	98	32.0	61	21.0	36	12.0	58	19.0	304	11,615
North Tonawanda												11,831
Royalton-Hartland	21	16.0	25	19.0	21	16.0	12	9.0	52	40.0	131	
Starpoint	34	23.0	40	27.0	29	19.0	30	20.0	17	11.0	150	10,800
Wilson	31	26.0	29	24.0	24	20.0	12	10.0	23	20.0	119	10,941
ORLEANS COUNTY												
Medina	42	25.45	41	24.85	29	17.58	15	9.09	38	23.03	165	12,026
Allegany BOCES	9	14.0	19	30.0	9	14.0	14	22.0	13	20.0	64	13,208
Cattaraugus BOCES	21	29.16	20	27.78	11	15.28	20	27.78			72	10,107
Chautauqua BOCES	20	26.67	18	24.0	16	21.33	13	17.33	8	10.67	75	
Erie #1 BOCES	69	20.0	141	40.0	76	22.0	37	11.0	25	7.0	348	11,600
Erie #2 BOCES	17	20.23	22	26.19	20	23.8	25	29.76			84	
Orleans-Niagara BOCES	25	23.0	28	27.0	24	22.0	13	12.0	17	16.0	107	11,692

TABLE 6-A FREQUENCIES, RANGES AND MEDIANS OF REMUNERATION FOR SELECTED EXTRA CURRICULAR ACTIVITIES*

(A-280) Extra Curricular Activities	Number of Districts	Minimum	Median	Maximum
Assorted Clubs	21	$ 50	$ 150	$ 641
Audio-Visual	21	138	342	649
Concert/Rehearsal (Band)	14	100	441	847
Debate Coach	10	200	326	726
Dramatics	30	100	320	1,080
Freshman Class Advisor	25	50	100	233
Future Homemakers of America	7	50	203	253
Future Teachers of America	12	60	163	300
Junior Class Advisor	47	50	200	466
Junior Play Director	17	100	212	810
Marching Band	20	89	450	1,351
National Honor Society	20	50	150	445
Newspaper	42	100	300	798
Orchestra	9	200	252	810
Scenery Preparation-Stage Crew	18	100	346	1,210
Senior Class Advisor	48	45	300	798
Senior Play Director	31	100	225	409
Show Director (Operettas, Musicals)	20	100	427	1,300
Sophomore Class Advisor	31	50	115	312
Student Association, Student Council Advisor	34	50	287	1,080
Treasurer, Student Activities	17	245	500	1,500
Yearbook	58	150	490	996

TABLE 6-B: FREQUENCIES, RANGES AND MEDIANS OF REMUNERATION FOR SUPERVISION OF SELECTED INTERSCHOLASTIC ATHLETIC ACTIVITIES*

(A-281) Interscholastic Athletics	Number of Districts	Minimum	Median	Maximum
Varsity Football	52	$ 550	$ 1,095	$ 1,864
Varsity Basketball	61	440	965	1,369
Varsity Baseball	60	200	642	1,080
Junior Varsity Football	40	314	708	1,080
Junior Varsity Basketball	53	220	645	968
Junior Varsity Baseball	33	205	496	825
Assistant, Football	51	100	702	1,274
Assistant, Basketball	14	455	648	983
Assistant, Baseball	9	309	500	782
Freshman Football	31	85	605	878
Freshman Basketball	26	300	545	968
Freshman Baseball	15	393	500	798
Junior High Basketball	27	100	375	776
Soccer	24	220	813	1,080
Track	59	200	695	1,080
Assistant, Track	38	200	506	990
Tennis	38	223	521	878
Golf	42	85	438	878
Swimming	34	300	893	1,277
Assistant, Swimming	18	470	839	983
Wrestling	47	200	858	1,351
Assistant, Wrestling	32	220	634	983
Cross Country	45	158	550	958
Volleyball	23	35	340	650
Bowling	23	25	397	825
Varsity Cheerleading	56	50	382	718
Junior Varsity Cheerleading	23	150	300	410
Chaperones	29	3.00/hour	12.00/event	20.00/event
Ticket Chairman	24	2.35/hour	10.00/event	20.00/event
Game Supervisor (Proctor)	12	2.00/hour	11.75/event	20.00/event
Intramurals (Director)	8	100	162	641
Rifle	15	127	605	960
Girls' Sports	30	100	325	1,034
Gymnastics	14	87	665	1,051
Athletic Directors	11	100	460	1,009

*Note: The minima and maxima reported in these tables represent the lowest and highest figures of the schedules reported. The medians were computed under the assumption that the person occupying the position was on the middle step.

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Position Held in District	REMARKS
ALLEGANY COUNTY						
Belfast	Remedial Reading	1	ESEA, Title I	$ 7,980		
Fillmore	Remedial Reading	1	ESEA, Title I	10,900		
Richburg	Reading Coordinator	0.5	ESEA, Title I	6,500	Elem. Prin.	
Rushford	Reading Teacher	1	ESEA, Title I	12,210		
	Assistant Associate	1	ESEA, Title I	2,875		
	Reading Instructor		ESEA, Title I	12,390		
CATTARAUGUS COUNTY						
Allegany	Teacher Aide	5	ESEA, Title I	2.00-2.10/hr.		
	El. Guidance Coun.	1	ESEA, Title I	14,975		
Portville	Remedial Reading	1	ESEA, Title I	11,565		
	Remedial Reading	0.6	ESEA, Title I	5,601		
Salamanca	El. Guidance Coun.	1	ESEA, Title I	12,785		
West Valley	Prin.-Summer Reading		ESEA, Title I	500	Teacher	
	Teacher-Summer Reading		ESEA, Title I	1,000	Teacher	
CHAUTAUQUA COUNTY						
Bemus Point	Reading Specialist	1	ESEA, Title I	12,364		
Brocton	Reading Teacher	0.75	ESEA, Title I	5,400		
Cassadaga Valley	Home School Coordinator	2	ESEA, Title VIII	9,840-12,200		
	Independ. Learning Center	1	ESEA, Title VIII	9,200		
	Redesign Facilitator	1	ESEA, Title III	11,250		
	Alter. School Director	1	ESEA, Title III	9,480		
Chautauqua	Reading Instructor	1	ESEA, Title I	8,825		
Clymer		1	ESEA, Title I	11,978		Only 80% funded
Dunkirk	Special Proj. Coord.	1	ESEA, Title I	14,006		11 months
	Speech Therapist	1	ESEA, Title I	9,663		
	Reading Teacher	4	ESEA, Title I	9,012-13,841		
Falconer	Program Director	0.5	Head Start-H1088/HEW	696/mo.		Half time: Programs will be funded in part for the current year
	Teacher	1	Head Start-H1088/HEW	392-549/mo.		
	Nurse-Social Worker	0.5	Head Start-H1088/HEW	512/mo.		
Forestville	El. Rem. Arith. Teacher	1	ESEA, Title I	7,400		
	Sec. Rem. Arith. Teacher	0.6	ESEA, Title I	4,440		
Fredonia	Rem. Reading Teacher	1	ESEA, Title I	14,460		
Frewsburg	Reading Teacher	0.6	ESEA, Title I	6,495		
Jamestown	El. Math Teacher	3	ESEA, Title I	10,170		
	El. Reading Teacher	1	ESEA, Title I	11,024		
	El. Reading Teacher	3	ESEA, Title I	6,095-7,074 Teachers		Half time: Teachers for district
	Sec. Reading Teacher	2	ESEA, Title I	9,733-14,519		
	Pre-K Teacher	2	ESEA, Title I	14,873-15,660		
	G.A. Home Teacher	1	ESEA, Title I	13,819		
Pine Valley	Rem. Reading Teacher	1	ESEA, Title I	13,450		
	Rem. Reading Teacher	1	ESEA, Title I	9,250		
Silver Creek	Librarian	0.5	ESEA, Title I	6,150		.5 salary-Title I
	Reading Teacher	1	ESEA, Title I	9,450		May have 2nd teacher
ERIE COUNTY						
Akron	El. Reading Teacher	1	ESEA, Title I	12,670		.75 salary-Title I
	Jr. H.S. Reading Teacher	1	ESEA, Title I	11,925		.75 salary-Title I
Alden	Coordinator	1	ESEA, Title I	1,230	Teacher	Summer program
	Teacher	10	ESEA, Title I	840	Teacher	
	Reading Consultant	1	ESEA, Title I	100	Teacher	$25/meeting
	Nurse	1	ESEA, Title I	480	Teacher	
Buffalo	Special Proj. Supervisor	9	Various*	18,738-22,792		*Includes Title I, Voc. Ed. Act, Manpower Devel. & Training Act, WIN, Model Cities, Emerg. Employ. Act and Others
	Chief Proj. Administrator	1	Various*	25,677		
	Project Administrator 4	3	Various*	24,685-25,814		
	Project Administrator 3	2	Various*	23,313-23,747		
	Project Administrator 1	6	Various*	17,636-20,232		
	Special Proj. Director	1	Various*	26,435		

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS (continued)

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Position Held in District	REMARKS
Cheektowaga	Reading Teacher	1	ESEA, Title I	$ 5,100		Half time
Clarence	Reading Teacher-Consult.	1	ESEA, Title I	14,000		
	Distributive Education	0.4	Voc. Education	8,150		
Cleveland Hill	Proj. Director & Teacher		ESEA, Title I	12,752		
	Working Teacher		ESEA, Title I	6,042		Works .6 day
	Working Teacher		ESEA, Title I	5,600		Works .6 day
	Working Teacher		ESEA, Title I	5,064		Works .6 day
East Aurora	Teacher	1	ESEA, Title I	11,940		
Eden	Rem. Reading Teacher	1	ESEA, Title I	9,365		
Griffith Inst.	Teacher-Director	1	ESEA, Title I	10,800		
Hamburg	Reading Teacher	1	ESEA, Title I	9,585		
Iroquois	Program Coordinator	1	ESEA, Title I	1,800	Elem. Prin.	
	Teacher	7	ESEA, Title I	870-1,210	Teachers	
	Teacher-Librarian	1	ESEA, Title I	957	Reading Teacher	
	Nurse-Teacher	1	ESEA, Title I	1,087	Nurse-Teacher	
Lancaster	Reading Teacher	1	ESEA, Title I	7.00/hour		4 hours/day
Maryvale	Summer Reading Teacher	0.5	ESEA, Title I	810-1,193		17 teachers
	Summer Reading Consult.	0.5	ESEA, Title I	1,100		1 teacher
Orchard Park		1	ESEA, Title I	20,363		
Tonawanda	Reading Teacher	1	ESEA, Title I	12,420		
	Reading Teacher	1	ESEA, Title I	16,070		
	Reading Teacher	1	ESEA, Title I	12,730		
NIAGARA COUNTY						
Barker	Reading Teacher	1	ESEA, Title I	7,900		
	Ungr.-Jr. H.S. Teacher	1	ESEA, Title I	13,200		
	Ungr.-Elem. Teacher	1	ESEA, Title I	9,100		
	Director-Fed. Program	1	ESEA, Title I	2,500	Teacher-6th Grade	
Lewiston-Porter	Reading Specialist	1	ESEA, Title I	10,540		
	Learning Spec.-Psychol.	1	ESEA, Title I	13,910		
Lockport	Reading Direction Teacher	4	ESEA, Title I	8,000		
Newfane	Project Administrator	1	ESEA, Title I	23,221		
	Coord.-Special Project	1		20,213		
	Director		Migrant	2,500		Summer Migrant Program
	Asst. Dir. & Core Teacher	0.86	Migrant	1,700		Summer Migrant Program
	Phys. Ed. Teacher		Migrant	1,550		Summer Migrant Program
	Art Teacher	0.71	Migrant	1,100		Summer Migrant Program
	Core Teacher		Migrant	1,350		Summer Migrant Program
	Core Teacher		Migrant	1,500		Summer Migrant Program
	Teacher-Day Care Center	0.5	Migrant	700		Summer Migrant Program
	Project Director		Migrant	500		Fall Migrant Program
	Teacher		Migrant	2,700		Sept. 1-Dec. 30, 1973
	Reading Spec.-Coord.	1	ESEA, Title I	10,300		
	Reading Specialist	0.5	ESEA, Title I	5,000		
	Reading Specialist	0.5	ESEA, Title I	4,000		
Niagara-Wheat.	Asst. Proj. Director		ESEA, Title I	1,200	Teacher	
	Librarian		ESEA, Title I	1,000	Librarian	
	Teacher		ESEA, Title I	900-1,000	Teacher	
Wilson	Director	1	ESEA, Title I	1,300	Elem. Teacher	Continuation of a
	Teacher	6	ESEA, Title I	700	Elem. Teacher	corrective and
	Librarian	1	ESEA, Title I	700		remedial summer
	Reading Coordinator	1	ESEA, Title I	800		elementary school
	Teacher Aide	5	ESEA, Title I	300		program
	Director-Reading Lab	1	ESEA, Title I	9,300		Improving Reading through a Reading and Study Skills Center
ORLEANS COUNTY						
Medina	Reading Teacher	5	ESEA, Title I	8,050-14,700		
Chautauqua BOCES	Director-Health Ed.	1		13,500		
	Director-Satellite Prog.	1		15,000		
Erie #1 BOCES	Career Entry Coordinator	1	VEA	14,750		
	Vocational Curr. Coord.	1	VEA	18,050		
	Placement Coordinator	1	VEA	14,750		
	Adult Education Director	0.2	VEA	3,000	Occ. Admin. Asst.	
	Industry-Ed. Coordinator	1	VEA	15,260		

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS (continued)

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Position Held in District	REMARKS
Erie #1 BOCES (continued)	Career Ed. Proj. Dir.	1	VEA	$19,000		
	Teacher (Child Care)	0.5	VEA	4,969		
	Teacher (Custodial Skills)	0.5	VEA	4,793		
Erie #2 BOCES	Adult Education		VEA	8.00/hour		3-4 mo. position
	Migrant Director		Migrant	2,400		8 week position
	Migrant Teacher		Migrant	6.00/hour		6 week position
	Migrant Asst. Director		Migrant	2,200		8 week position
Orleans-Niagara BOCES	Career Ed. Coordinator	1	VEA (F4110)	18,000		

SECTION C

FRINGE BENEFITS FOR ADMINISTRATIVE PERSONNEL

		Page
Table 8:	Sick, Personal and Condolence Leave	62
Table 9:	Sabbatical Leave and Recognition of Graduate Hours	64
Table 10:	Health, Life and Other Insurance	65

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE (Administrative)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
ALLEGANY COUNTY											
Andover	10	150	3			X	5			X	
Angelica	12	150	2	0	X		No limit		X		
Belfast	12	150	3	0		X	3		X		
Bolivar	12	160	2	*		X			X		*If not used
Fillmore	12	180	3	0		X		5		X	
Richburg	12	150	5	0		X	5			X	
Rushford	13	160	3	160		X	5			X	
Wellsville	12	180	3		X		4		X		
CATTARAUGUS COUNTY											
Allegany	10	160	2	*		X	3			X	*Added to sick leave
Ellicottville	12	150	2	0		X	5		X		
Pioneer	11-12	100	2			X					Unused pers. added to sick leave
Portville	10	150				X					
Randolph	12	175	4	4		X	5			X	All leave incl. in 175
Salamanca	11	180	5	0		X	2				Supt. of Schools: 12
West Valley	12	150	2	*		X	3 (immed. family) 1 (other)				*Added to sick leave
CHAUTAUQUA COUNTY											
Bemus Point	12	150	2	*		X			X		*Added to sick leave
Brocton	12	150	3	*		X					*Added to sick leave
Cassadaga Valley	12	180	2	*		X	3		X		*Added to sick leave
Chautauqua	12	160	2			X	5			X	
Clymer	12	150	3	0		X	0	0			
Dunkirk	12	170	2			X	3			X	
Falconer	10-12	175	2			X					10 days-10 mos.; 11 days-11 mos.; 12 days-12 mos.
Forestville	12	150	2		X		3 (immed. family) 1 (other)		X		
Fredonia	10	150	No policy			X	No policy			X	
Frewsburg	15	150	5	0	X				X		10 days accum. annually
Jamestown	12	150	2	*		X	5		X		*Added to sick leave
Mayville	12	155	2			X	3			X	
Panama	12	170	2			X	3			X	
Pine Valley	10	150	2	*		X	3			X	*Added to sick leave; Also allows 3 da./yr.- Immediate family
Sherman	12	150	2			X	3		X		2 Personal Days to use
Silver Creek	12	180	2	0		X	10 (total)		X		
Southwestern	12										Not under neg. contract
Westfield	12	150	3				3			X	
ERIE COUNTY											
Akron	15	180	3	0		X	5			X	
Alden	12	180	3	0		X	4			X	
Amherst #18	12	150	3	5		X					
Amherst Central	12	180	3	5		X					
Buffalo	12	200	5	5		X	5			X	
Cheektowaga	15	185	2	0		X	3			X	
Clarence	18	200									No agreemt. for admin.- Understood to be same as teachers
Cleveland Hill	12	165	3	*		X	5 (consec.)			X	*Added to sick leave
East Aurora	15	180	3		X				X		
Eden	14	200	As granted			X	4			X	
Frontier	10-24	200	3	*		X	5			X	*Added to sick leave
Gowanda	12	190	3	3		X	3			X	

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE (continued)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Grand Island	18	180	4	0		X	3			X	
Griffith Inst.	24	191	3		X		5(immed. family) 1(other)		X		3 days allowed for illness-immed. family: deducted from sick leave
Hamburg	15	210	3			X	7			X	
Hopevale	12	Unlimited	2	0		X				X	
Iroquois	12	150	3	0		X*					*Added to sick leave
Kenmore	12	220									No formal agreement
Lake Shore	12	205	3	0		X	5			X	
Lancaster	15	198	2			X	5(immed. family) 3(other)			X	
Maryvale	11-12	220	2	*		X	3				*2 unused added to sick
North Collins	10	200	2	*		X	1		X		*Added to sick leave; Sick: 1/mo. for those on 11mo. or 12mo.
Orchard Park	12	150	3	6		X					
Sloan	12	200	3	0		X	4(immed. family) 3(family)			X	
Sweet Home	Unlimited	180					5			X	
Tonawanda	18	200	5	5*		X	5			X	*Added beyond 200
West Seneca	12	180	3			X	5			X	
NIAGARA COUNTY											
Barker	15	190	2	2		X	6		X		
Lewiston-Porter	12	36	3	3	X		0				
	Unlimited		10	10		X	5			X	2-personal business
Lockport	15	150	3		X						
Newfane	18	200	2	0		X	5			X	
Niagara Falls	24	224	2	*		X	5		X		*Incl. in sick leave
Niagara-Wheat.	22	200	4		X		5			X	
North Tonawanda	15-18	185-220	5	0		X	Unlimited	5		X	Pers. & cond.-if needed
Royalton-Hart.	12	150				X				X	*Added to sick leave
Starpoint	10	150	2	*		X	5			X	*Added to sick leave;
Wilson	15.5	216	3	*		X	3				pers. leave may be used to extend cond. leave
ORLEANS COUNTY											
Medina	12	150*	1	0		X	Discretion			X	*Unlim. after tenure
Allegany BOCES	12	180	3	*		X	5			X	*Added to sick leave
Cattaraugus BOCES	12	150	2	*	X		3-5			X	*Added to sick leave; new policy being devel.
Chautauqua BOCES	12	180	2			X	5			X	
Erie #1 BOCES	15	120	3	*		X	4			X	*Added to sick leave
Erie #2 BOCES	12	200									
Orleans-Niagara BOCES	18	240					5*			X	*Emergency leave

TABLE 9: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Administrative)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Staff Allowed /Yr. %	Staff Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid	REMARKS	Recog. of Grad. Hours: Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS
ALLEGANY COUNTY										
Belfast							$15	1	Immediately	
Bolivar							120	6	As earned	Paid up to BA+30
Fillmore	7		1	Yes	50		15		September	
Rushford	7		1	No						
Wellsville				No	50					
CATTARAUGUS COUNTY										
Allegany	7	2.35		Yes	50		100	6	1st & 2nd Sem.	
Salamanca	7		1	Yes	50*	*Over 2 years	100	6	Upon completion	
West Valley	7	1		Yes	50					
CHAUTAUQUA COUNTY										
Brocton	7		1	Yes	50					
Clymer	7		1	Yes	50					
Dunkirk	Tenure			No	0		100	6	Sept. & Feb.	Must have MA for credit beyond 60
Forestville	7		1	Yes	50					
Fredonia	7		1	Yes	50					
Jamestown	7			Yes	75					
Pine Valley	7		2	Yes	50		50	3	Sept. 1	
Silver Creek							150	6	Sept.1 & Feb. 1	
ERIE COUNTY										
Alden	7	1	1.5	No	67		100	6	Oct. & Nov.	
Amherst #18	7		1	Yes	50					
Buffalo	7	1		Yes	50		260	10		Units of 10 beyond BA+30 to BA+60
Cheektowaga	7		2	Yes	67					
Cleveland Hill	7	3	0	Yes	50		Separate Administrative Schedule			
East Aurora	7		.3	Yes	50		108	6	Oct. & Feb.	
Frontier	7		2	Yes	50		141	6	Oct.15 & Feb.15	
Grand Island	5-7	2		Yes	50					No formal agreemt.
Kenmore										
Lake Shore	7	1		Yes	50		100	3	As earned	One time pay only
Lancaster				Yes	67*	*Full year				
Sloan	7	16	1	Yes	75*	*Full year	20		July 1	
Sweet Home	7		1	No	50					Not recognized
Tonawanda	6		2	Yes	50		20		Sept.1 & Nov.1	
West Seneca	7		1	Yes	50		114xIndex		Oct.15 & Mar.15	
NIAGARA COUNTY										
Lewiston-Porter	7	1	2	Yes	50					
Lockport	5	1		Yes	50					
Newfane	5	14	1	Yes	50		15	1	As earned	$500-doctorate
Niagara Falls	7		2	Yes	50					
Niagara-Wheat.	7	Not established		No	50		100		Nov. 1	
North Tonawanda	7	2	1	Yes	50					
Starpoint	7	2	3	No	100*	*For 5 months				
					20*	*For 10 months				
Wilson	7	1	1	Yes	50		100	5	As approved by Supt.	Apply by Sept. 15
Allegany BOCES	7	2	1	Yes	50					
Erie #1 BOCES	7		1*	Yes	50	*35 administrators				
Niagara-Orleans BOCES	7			No	50					

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE (Administrative)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per Person District Contributes Annually: Single	Family	REMARKS	Other Insurance: Type	Life Insurance: Yes/No	Amount of Coverage	REMARKS
ALLEGANY COUNTY								
Andover		$175.92	$502.80			No		
Angelica	50-51	167.52		Incl. Major Med.				
Belfast	50-51			Major Medical		No		
Bolivar	50-51	Full	Half*	*Up to 9th year; $502.80/yr.-10th				
Fillmore	50-51XBR	100%	100%			No		
Richburg	50-51							
Rushford	50-51XBR		100%					
Wellsville	50-51	175.92	502.80	District-100%		Yes	$25,000	
CATTARAUGUS COUNTY								
Allegany	50-51XBR	175.92	502.80			No		
Ellicottville	50-51XBR	199.32	560.16	Incl. drug rider				
Pioneer		185.88	475.80	BC/BS Health Plan	Major Medical	No		
Portville	50-51XBR		475.80					
Randolph	BC/BS St.	185.88	475.80	Major Medical		No		
Salamanca	BC/BS St.	185.88	475.80	Metro. Major Med.		No		
West Valley	BC/BS St.	185.88	475.80			No		
CHAUTAUQUA COUNTY								
Bemus Point		94.92	241.40					
		69.00	127.08	Major Medical		No		
Brocton	BC/BS	185.88	403.32	Major Medical		No		
Cassadaga Valley	BC/BS	142.32	189.72	Prud. Major Med.				
Chautauqua	BC/BS7500	87.48	278.64	Major Medical				
Clymer		184.68	595.80	Statewide coverage				
Dunkirk		186.00	330.00	Statewide plan		No		
Falconer	BC/BS	100.80	309.72	Maj. Med. pays 80% after first $100				
Forestville	7500	97.80	300.00	Major Medical		No		
Fredonia		109.92	431.16	Incl. Life Insur.		Yes		
Frewsburg	BC/BS	73.80	195.96			Yes	2,000	Incl. in Major Medical
			76.32	Major Medical				
Jamestown	Diag.	100%	75%	Major Medical,BC/BS		Yes	5,000	
Mayville	BC/BS	80.00	180.00	Major Medical				
Panama	BC/BS	150.00	425.00	Major Medical				
Pine Valley	Prud.	175.68	536.16	Cost incl. dental and Maj. Medical	Workmen's Compensation	No		
Sherman				100% paid by dist.		No		
Silver Creek		167.00	427.00	Incl. Maj. Medical		Yes	5,000	Tenured
Southwestern	BC/BS	125.88	334.08	Major Medical				
Westfield	7500	75.28	247.28	Mass Mutual-46.32				
ERIE COUNTY								
Akron	50-51XBR	350.00	350.00			No		
Alden	50-51	163.92	354.42	75% BC/BS-family		Yes	5,000	
Amherst #18	50-51	122.94	354.42					
		19.20	47.28	Major Medical		Yes	5,000	
Amherst Central	50-51	122.94	354.42	John Hancock Maj. Med.				
		19.20	47.28	Major Medical		Yes	12,000*	*Maximum; varies with age
Buffalo	XBR	175.92	502.80	District-100%				
Cheektowaga	50-51	163.92	236.50					
		26.52	45.00	Major Medical		No		
Clarence	50-51XBR		475.00			Yes		NEA Plan "A"
Cleveland Hill	50-51XBR*	183.96	488.16	*$1.00 co-pay drugs		No		
East Aurora	50-51XBR	90%	90%			No		
Eden		102.84	243.72					

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE (continued) (Administrative)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per Person: District Contributes Annually: Single	Family	REMARKS	Other Insurance: Type	Life Insurance: Yes/No	Amount of Coverage	REMARKS
Frontier	50-51XBR	100%	100%			No		
Gowanda	50-51XBR	$175.92	$502.80			No		
Grand Island		105.00	285.00			No		
Griffith Inst.	50-51XBR*	198.48	551.04	*Also $1.00 co-pay drug rider		No		
Hamburg	50-51	163.92	472.56	Maj. Med.-$22.08		No		
Hopevale	50-51	60.00	120.00					
Iroquois	50-51	130.00	357.00					
Kenmore	50-51XBR	150.00	400.00			No		
Lake Shore	50-51XBR*	152.02	426.36	80% plus drug rider		Yes		Under retirement
Lancaster	50-51	139.66	402.63	District-100%		Yes		
Maryvale	50-51	179.52	510.24	Incl. Maj. Medical		Yes	$ 3,000	
North Collins		185.88	475.80	Statewide plan		No		
Orchard Park	50-51XBR	163.92	464.53	Also paid drug plan		No		
Sloan	50-51XBR PDP		520.80			Yes	8,000	Employee
							8,000	AD & D
							2,000	Spouse
							1,000	Each child
Sweet Home	50-51XBR				Disability	Yes	5,000	
Tonawanda	50-51XBR	175.92	502.80		Multi-Peril	No		
West Seneca	50-51	140.00	350.00	Major Medical		No		
NIAGARA COUNTY								
Barker		185.88	475.80	Incl. Maj. Medical		No		
Lewiston-Porter	50-51	158.76	440.80	Incl. Maj. Medical; District-80%		No		
Lockport		198.48	551.04			No		
Newfane	50-51*	186.00	520.00	*Also $1.00 co-pay drug rider				
Niagara Falls	50-51XBR	161.40	475.00	Major Medical		Yes		
Niagara-Wheat.	50-51XBR*	204.72	573.48	*Also $1.00 co-pay drug rider		No		
North Tonawanda	50-51	163.92	472.56	Phoenix Mutual		No		
		14.40	33.72	Major Medical				
Royalton-Hart.	50-51	202.20	565.44	Incl. Maj. Medical				
Starpoint	50-51XBR	199.08	555.84	Incl. $1.00 co-pay drug rider				
Wilson	50-51XBR* Drugs	162.50	453.32	Board will pay increase		No		
ORLEANS COUNTY								
Medina	50-51XBR	100.00	100.00	$1.00 co-pay drug rider		No		
Allegany BOCES	50-51	175.92	445.00			No		
Cattaraugus BOCES		100%	100%	Statewide Plan				
Chautauqua BOCES	BC/BS	84.32	271.08			No		
		28.08	69.24	Major Medical				
Erie #1 BOCES	50-51XBR BC/BS	185.29	513.33	$1.00 co-pay drug rider		No		
Erie #2 BOCES	50-51	175.00	502.00					
Orleans-Niagara BOCES	50-51 3,7,8,9	188.00	525.00					

SECTION D

FRINGE BENEFITS FOR INSTRUCTIONAL PERSONNEL

		Page
Table 11:	Sick, Personal and Condolence Leave	68
Table 12:	Sabbatical Leave and Recognition of Graduate Hours	70
Table 13:	Health, Life and Other Insurance	72

TABLE 11: SICK, PERSONAL, AND CONDOLENCE LEAVE (Instructional)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
ALLEGANY COUNTY											
Andover	10	150	3			X	5			X	
Angelica	12	150	2	0	X		No limit		X		
Belfast	12	150	3	0		X	3		X		
Bolivar	12	160	2	*		X			X		*Added to sick leave
Fillmore	12	180	2	0		X	5			X	
Richburg	10	150	5	0		X	5			X	
Rushford	11	160	3	160		X	5			X	
Wellsville	12	180	3		X		4		X		
CATTARAUGUS COUNTY											
Allegany	10	160	2	*		X	3			X	*Added to sick leave
Ellicottville	10	150	2	0		X	5		X		
Picneer	10	150	2	*		X					*Added to sick leave
Portville	10	150	2	2		X					
Randolph	12	175	4	4*		X	5*			X	*Added to sick leave
Salamanca	10	180	5	0		X	2				
West Valley	12	150	2	*		X	3(immed. family) 1(other)				*Added to sick leave
CHAUTAUQUA COUNTY											
Bemus Point	12	150	2	*		X			X		*Added to sick leave
Brocton	10	150	3	*		X					*Added to sick leave
Cassadaga Valley	10	180	2	*		X	3		X		*Added to sick leave
Chautauqua	12	160	2			X	5			X	
Clymer	10	150	3	0		X	0				
Dunkirk	10	170	2			X	3			X	
Falconer	10-12	175	2			X					10 days-10 mos.; 11 days-11 mos.; 12 days-12 mos.
Forestville	12	150	2		X		3(immed. family) 1(other)		X		
Fredonia	10	150	No policy			X	No policy			X	
Frewsburg	15	150	5	0	X		*		X		*Incl. in personal
Jamestown	10	150	2	*		X	5		X		*Added to sick leave
Mayville	10	155	2			X	3			X	
Panama	10	170	2	0		X	3			X	
Pine Valley	10	150	2	*		X	3			X	*Added to sick leave
Sherman	12	150	2			X	3				2 Pers. Days may be used
Silver Creek	11	180	2	0		X	10 (total)		X		
Southwestern	10	180	2	*		X	10 (family) 2 (other)		X		*Added to sick leave
Westfield	10	150	3				3			X	
ERIE COUNTY											
Akron	15	180	3	0		X	5			X	
Alden	10	150	3	0		X	4			X	
Amherst #18	10	150	3	5		X					
Amherst Central	10	180	3	5		X					
Buffalo	10	200	5	5		X	5			X	
Cheektowaga	10	185	2	0		X	3			X	
Clarence	15	200	2-3	*	X		5		X		*Added to sick leave
Cleveland Hill	12	165	3	*		X	5(consec.)			X	*Added to sick leave
East Aurora	15	180	3		X				X		
Eden	12	180	3	*		X	4			X	*Added to sick leave
Frontier	10-22	200	2	*		X	5			X	
Gowanda	12	190	3	3		X	3			X	
Grand Island	15	180	3	0		X	3			X	

TABLE 11: SICK, PERSONAL, AND CONDOLENCE LEAVE (continued) (Instructional)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Griffith Inst.	11	191	3			X	5(immed. family) 1(other)			X	
Hamburg	15	185	2			X	7			X	
Hopevale	10	Unlimited	2	0		X				X	
Iroquois	10	150	3	*		X					*Added to sick leave. +20 unearned days-1st yr.; +10-2nd for prolonged illness, pay 5 da./yr.-3rd yr.
Kenmore	10	220	1	0		X	4			X	
Lake Shore	10	200	2	0		X	5			X	
Lancaster	12	200	2	0		X	5(immed. family) 3(other)			X	
Maryvale	11	200	2	*		X	3			X	*2 days added to sick, 2 days added to emerg.
North Collins	10	200	2	*		X	1		X		*Added to sick leave
Sloan	11	200	3	0		X	4(immed. family) 3(family)			X	
Sweet Home	15	180	2	*		X	5			X	*Added to sick leave
Tonawanda	15	180	5	5		X	5			X	Unused added beyond 180
West Seneca	12	180	3			X	5			X	
NIAGARA COUNTY											
Barker	15	190	2	2		X	6		X		
Lewiston-Porter	10	30	3	3	X		0			X	
	Unlimited				X						
Lockport	15	150	3			X	5			X	
Newfane	15	185	2	0		X	5		X		*Added to sick leave
Niagara Falls	20	220	2	*		X					
Niagara-Wheat.	17	180	5		X		5			X	
North Tonawanda	15	185	5	0		X	Unlimited	5		X	Personal & cond leave granted if needed
Royalton-Hart.	10	150				X				X	*Added to sick leave
Starpoint	10	150	2	*		X	5			X	*Added to sick leave
Wilson	13	180	3	*		X	3				
ORLEANS COUNTY											
Medina	10	150*	1	0		X	Discretion			X	*Unlim. after tenure
Allegany BOCES	12	180	3	*		X	5			X	*Added to sick leave
Cattaraugus BOCES	12	150	2	*	X		3-5			X	*Added to sick leave
Chautauqua BOCES	10	180	2			X	5			X	
Erie #1 BOCES	13	200	3	*		X	4			X	*Added to sick leave
Erie #2 BOCES	10	200	2	*		X	3			X	*Added to sick leave
Orleans-Niag.BOCES	17	180	2		X		5			X	

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Instructional)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Staff Allowed /Yr. %	Staff Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid	REMARKS	Recog. of Grad. Hours: Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS
ALLEGANY COUNTY										
Andover							$ 15	1	Upon completion	
Angelica	7		1	Yes	50		12	1	Sept. & Feb.	
Belfast							15	1	Immediately	
Bolivar							120	6	As earned	Up to BA+30
Fillmore	7		2	Yes	50		15		September	
Richburg							200	10	Sept. & Jan.	
Rushford	7		1	No	50		90	6	Sept. & Feb.	
Wellsville	7		4	No	50		15	1	Oct. & Feb.	Up to 90
CATTARAUGUS COUNTY										
Allegany	7	2.35		Yes	50		100	6	1st & 2nd Sem.	
Ellicottville	7		1	Yes	50		17	1	Wed. before 1st payday	
Pioneer	7	2	1/Sem.		50		17	1	Sept. & June	
Portville	7	2.3	2	Yes	50		120	6	Sept. & Feb.	
Randolph	7		2	No	50		110	6	Sept. & Jan.	
Salamanca	7		1	Yes*	50	*Individual pays	100	6	Upon completion	
West Valley	7	1	3	Yes	50		96	6		100%-prior to 9/1; 50% after
CHAUTAUQUA COUNTY										
Bemus Point	7		2	Yes	50		102	6	Time of proof	Pro-rated
Brocton	7		2	Yes	50		50	3	Fall	
Cassadaga Valley	7	?	2	Yes*	50	*Individual pays	15		Oct. 1	Total-60
Clymer	7		1	Yes	50					
Dunkirk							100	6	Sept. & Feb.	Must have MA for 60+ credit
Falconer	7	2	2		50		39	3	Sept. & Feb.	
Forestville	7		1	Yes	50		100	6	Sept. 30	Pro-rated
Fredonia	7		2	Yes	50					
Frewsburg	7		2	Yes	50*	*Full year	39	3	Sept. & Feb.	
					75	*Half year				
Jamestown	7	1		Yes	50*	*Travel	100	9	Semester	
					75	*Study				
Mayville							17		Upon completion	
Panama	7	2	1	Yes	50		300	15	Sept. & Feb.	
Pine Valley	7	2		Yes	50		50	3	Sept. 1	
Sherman	7	2		Yes	50		200	15	End-semester	
Silver Creek	7		1	Yes	50		150	6	Sept. & Feb.	
Southwestern	7	3	4	Yes	75			3	Sept.-Dec.	.75%-1% of base per 3 hrs. up to 30 hrs.
Westfield	7		2	Yes	50		50		November	
ERIE COUNTY										
Akron	7		2	Yes	50		120	6	Dec. & May	
Alden	7	1	1.5	No	67		100	6	Oct. & Nov.	
Amherst #18	7	1		Yes	50		17.70	1		T.S. x .002
Amherst Central	7		2	Yes	50		17.70	1	Oct. & Feb.	
Buffalo	7	1		Yes	50		260	10		BA to BA+60
Cheektowaga	7		2	Yes	67		120	6	Nov. & March	
Clarence	7	1	2.5	Yes	50		100	6	Sept. & Feb.	Up to BA+30, then BA+60
Cleveland Hill	7	3	4	Yes	50		222	10	Sept. & Feb.	
East Aurora	7		3	Yes	50		108	6	Oct. & Feb.	
Eden	7		3	Yes	50*	*Full Year	23	3	Sept.	Full yr. credit
					75*	*Half year			Feb.	Half yr. credit

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (continued) (Instructional)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Staff Allowed /Yr. %	Staff Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid	REMARKS	Recog. of Grad. Hours: Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS
Frontier	7		2	Yes	50		$141	6	Oct. & Feb.	
Gowanda	7		2	Yes	50		22	6	September	
Grand Island	5/7	2		Yes	50		15	1	Oct. & Feb.	
Griffith Institute	5		2	Yes	50		60	3	Sept. & Feb.	
Hamburg	7	2		No	50		120	6	Sept.,Oct., Feb.,March, June	
Hopevale							96	6	As earned	
Iroquois	7		3		50		110	6	Sept. 1	Incl. in T.S.
Kenmore							166	6	As earned	Paid forever
Lake Shore	7	1		Yes	50		19	1	November	Feb. 15-MA
Lancaster		2		Yes	67*	*Full year				
					100*	*Half year				
Maryvale	7	5		Yes	50		20	1	Sept. & Feb.	Pro-rated
North Collins	7		1		50		140	6	Oct. & March	
Orchard Park	7			No	50		14-39	5/10	Sept. & Feb.	
Sloan	7	1.5	2	Yes	75*	*Full year	20	1	Sept. & Feb.	
					100*	*Half year				
Sweet Home						No plan	17	1	Sept. & Feb.	
Tonawanda	6			Yes	50		20	1	Sept. & Nov.	
West Seneca	7	1.5	4	Yes	50		114		Oct. & March	
NIAGARA COUNTY										
Barker	5	4	3	Yes	25					
Lewiston-Porter	7	1	2	Yes	50		115	5	Semester	
Lockport	5	1			50		238.50	10	Sept. 1	
Newfane	7	1.4	2	Yes	50		22	5	Upon completion	
Niagara Falls	7		5	Yes	50					
Niagara-Wheatfield	7	Not estab.		No	50		100		Nov. 1	
North Tonawanda	7	2	8	Yes	50		16-27	1	Anytime	Max. BA+60 for those hired after 7/1/73
Royalton-Hartland	7	1		Yes	50		22.28	1	Twice/year	
Starpoint	7	[illegible]	1	No	50					
Wilson	7	1	1	Yes	50		100	5	Sept. 15	
ORLEANS COUNTY										
Medina	7		1	Yes	50		22.50	1	Nov. & Feb.	
Allegany BOCES	7	2	1	Yes	50		60	3	Nov. 1	
Cattaraugus BOCES							120	6	Sept. & Jan.	
Chautauqua BOCES	5	2		Yes	50	Return for 3 yrs.	120	6	Oct. & March	
Erie #1 BOCES	7	1	3	Yes	50		108	6	Sept. 30	$150-fifth block
Erie #2 BOCES	5	1	1		50			6	Sept. & Jan.	
Orleans-Niag. BOCES	7		2	No	50		15.20	1	Sept. & Feb.	

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE (Instructional)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per District Contributes Annually: Single	Family	REMARKS	Life Insurance: Type	Other Insurance: Yes/No	Amount of Coverage	REMARKS
ALLEGANY COUNTY								
Andover		$175.92	$502.80					
Angelica	50-51	167.52		Incl. Major Medical		No		
Belfast	50-51			Major Medical				
Bolivar	50-51	100%	50%	Max. $251.40/yr.-S Max. $502.80/yr.-F		No		
Fillmore	50-51XBR	100%	100%			No		
Richburg	50-51							
Rushford	50-51XBR					No		
Wellsville	50-51	175.92	502.80			No		
CATTARAUGUS COUNTY								
Allegany	50-51XBR	175.92	502.80			No		
Ellicottville	50-51XBR	199.32	560.16	Incl. drug rider				
Pioneer	BC/BS	185.88	475.80	Incl. Major Medical		No		
Portville	50-51XBR	185.88	475.80					
Randolph	BC/BS St.	185.88	475.80	Also Major Medical		No		
Salamanca	BC/BS St.	185.88	475.80	Incl. Major Medical		No		
West Valley	BC/BS St.	185.88	475.80			No		
CHAUTAUQUA COUNTY								
Bemus Point		94.92	241.40			No		
		69.00	127.08	Major Medical				
Brocton	BC/BS	185.88	403.82	Major Medical		No		
Cassadaga Valley	BC/BS	142.32	189.72	Also Prud. Maj. Med.				
Chautauqua	7500	87.48	278.64	Also Major Medical				
Clymer		184.68	595.80	Statewide coverage				
Dunkirk		186.00	330.00	Statewide plan		No		
Falconer	BC/BS	100.80	309.72	Incl. Major Medical: pays 80% after first $100 paid by patient				
Forestville	7500	97.80	300.00	Incl. Major Medical		No		
Fredonia		109.92	431.16	Incl. Life Ins.		Yes		
Frewsburg	BC/BS	73.80	195.96			Yes	$ 2,000	Incl. in Maj. Medical
			70.32	Major Medical				
Jamestown	BC/BS Diag.	100%	75%	Incl. Major Medical		Yes	5,000	
Mayville	BC/BS	80.00	180.00	Incl. Major Medical				
Panama		150.00	425.00	Incl. Major Medical				
Pine Valley	Dental	175.68	536.16	Incl. Major Medical		No		Work. Comp.
Sherman				100%paid by district				
Silver Creek		167.00	427.00	Incl. Major Medical		No		
Southwestern	BC/BS	125.88	334.08	Incl. Major Medical		Yes	5,000	Tenured teachers
Westfield	7500	75.28	247.28					
			46.32	Mass Mutual				
ERIE COUNTY								
Akron	50-51XBR	350.00	350.00			No		
Alden	50-51	163.92	354.42	100% of single				
Amherst #18	50-51	122.94	354.42			Yes	5,000	
		19.20	47.28	Major Medical				
Amherst Central	50-51	122.94	354.42			Yes	5,000	
		19.20	47.28	Major Medical				
Buffalo	XBR	175.92	502.80	100%-District		Yes	12,000(max.)	Varies with age
Cheektowaga	50-51	163.92	236.50					
		26.52	45.00	Major Medical				
Clarence	50-51XBR	149.53	427.38			No		
Cleveland Hill	50-51XBR*	183.96	488.16	*Incl. $1.00 co-pay drug rider	NEA Pla.			

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE (continued)

(Instructional)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per Person District Contributes Annually: Single	Family	REMARKS	Other Insurance: Other	Life Insurance: Yes/No	Amount of Coverage	REMARKS
East Aurora	50-51XBR	90%	90%			No		
Eden		$102.84	$243.72					
Frontier	50-51XBR	100%	100%			No		
Gowanda	50-51XBR	175.92	502.80			No		
Grand Island		105.00	285.00					
Griffith Inst.	50-51XBR*	198.48	551.04	*Incl. $1.00 co-pay drug rider		No		
Hamburg	50-51	163.92	472.56			No		
			22.08	Major Medical				
Hopevale	50-51							
Iroquois	50-51	130.00	357.00			Yes	$ 8,000	
Kenmore	50-51XBR	150.00	400.00					
Lake Shore	50-51XBR	146.26	405.37	76% of premium		Yes		
		10.00	25.00	$1.00 co-pay drug rider				
Lancaster	50-51	139.66	402.63	100%-District		No		
Maryvale	50-51	135.00	382.00	Incl. Major Medical		Yes	3,000	
North Collins	BC/BS	185.86	475.80	Statewide plan		No		
Orchard Park	50-51XBR*	103.92	464.56					
		18.00	40.50	$1.00 co-pay drug rider		No		
Sloan	50-51XBR*	186.48	520.80	*Also PDP		Yes	8,000	Employee
							8,000	AD and D
							2,000	Spouse
							1,000	Each child
Sweet Home	50-51XBR	135.36	289.44	Plus drug rider	Disability	Yes	5,000	
Tonawanda	50-51XBR	175.92	502.80	Covers rate incr.	Liability	No		
West Seneca	50-51	140.00	350.00	Major Medical		No		
NIAGARA COUNTY								
Barker		185.88	475.80	Incl. Major Medical		No		
Lewiston-Porter	50-51	80%	80%	Incl. Major Medical		No		
Lockport		198.48	551.04					
Newfane	50-51*	186.00	520.00	*Incl. $1.00 co-pay drug rider				
Niagara Falls	50-51XBR	161.40	475.00	Incl. Major Medical		Yes		
Niagara-Wheat.	50-51XBR*	204.72	573.48	*Incl. drug rider		No		
North Tonawanda	50-51	163.92	472.56	Phoenix Mutual		No		
		14.40	33.72	Major Medical				
Royalton-Hart.	50-51	202.20	565.44	Incl. Prud. Maj. Med.				
Starpoint	50-51XBR	199.08	555.84	Incl. $1.00 co-pay drug rider				
Wilson	50-51XBR*	162.50	453.32	*Incl. drug rider; Share 50-50 any incr.		No		
ORLEANS COUNTY								
Medina	50-51XBR*	100.00	100.00	*Incl. $1.00 co-pay drug rider		No		
Allegany BOCES	50-51	175.92	445.00			No		
Cattaraugus BOCES		100%	100%	State Health Plan				
Chautauqua BOCES	BC/BS	84.32	271.08			No		
		28.08	69.24					
Erie #1 BOCES	50-51* XBR	185.29	513.33	*Incl. $1.00 co-pay drug rider		No		
Erie #2 BOCES	50-51	175.00	502.00					
Orleans-Niag.BOCES	50-51*	188.00	525.00	*R 3, 7, 8, 9				

ADDENDA

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

DISTRICT	STUDENTS K (1/2 day)	STUDENTS K (full day)	STUDENTS 1-6	STUDENTS 7-12	STUDENTS TOTAL K - 12	TEACHING PERSONNEL (A-220) K (1/2 day)	TEACHING PERSONNEL (A-220) K-6	TEACHING PERSONNEL (A-220) 7-12	TEACHING PERSONNEL (A-220) TOTAL K - 12	Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212) F.T.	Administrative and Supervisory Personnel (A-110,120,130, 140,150,160, 211,212) P.T.	Pupil Personnel Services (A-291,292, 293,294) F.T.	Pupil Personnel Services (A-291,292, 293,294) P.T.
Belmont		36	283	304	623		13	20	33	1	2	2	1
Cattaraugus							29	28	57	3		2	1

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-110) ADMINISTRATIVE INTERN			
Belmont			$ 1,600	Yes	Teacher	

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

			(A-211) ELEMENTARY SCHOOL PRINCIPAL			
Cattaraugus	1		18,000			
			(A-211) ASSISTANT JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL			
Belmont			2,300	Yes	Teacher	Vice Principal
			(A-212) OTHER SUPERVISORS			
Cattaraugus			1,400			Bldg. Principal
			(A-291) GUIDANCE COUNSELOR			
Belmont	1		15,229			30 summer days incl.
Cattaraugus	1		17,977	Yes		
			(A-294) PHYSICIAN			
Belmont			1,900			
Cattaraugus						Per exam
			(A-294) NURSE - TEACHER			
Belmont	1		11,015			
Cattaraugus	1		12,600			
			(A-294) DENTAL HYGIENIST			
Cattaraugus						BOCES

(A-220) CLASSROOM TEACHERS

DISTRICT	Maximum Steps	Less Than Bachelor's Minimum	Less Than Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's + 30 hrs. Minimum	Bachelor's + 30 hrs. Maximum	Bachelor's + 60 hrs. Minimum	Bachelor's + 60 hrs. Maximum	Master's Degree Minimum	Master's Degree Maximum
Belmont	14	$ 7,000	$12,110	$ 7,600	$13,200	$ 7,990	$13,590	$ 8,380	$13,980	$ 8,240	$13,840

DISTRICT	Master's + 30 hrs. Minimum	Master's + 30 hrs. Maximum	Master's + 60 hrs. Minimum	Master's + 60 hrs. Maximum	Doctorate Degree Minimum	Doctorate Degree Maximum	Other Minimum	Other Maximum	Longevity Incr. Year Earned	Longevity Incr. Amount
Belmont	$ 8,630	$14,230								

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
		(A-320) ADULT EDUCATION TEACHER			
Cattaraugus	$ 7.50				3 hrs. required-Driver Safety Course
		(A-320) SUBSTITUTE TEACHER			
Belmont			$ 38.00		Certified
			35.00		Non-certified
Cattaraugus	2.50				Aide-no degree
			35.00		Certified in field
			30.00		Certified not in field

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3 No.	%	Steps 4-7 No.	%	Steps 8-11 No.	%	Steps 12-14 No.	%	Steps 15 and Up No.	%	Total No.	Mean Salary
Belmont	10	30	6	18	5	15	2	7	10	30	33	$ 10,829
Cattaraugus	16	31	6	12	11	22	6	12	12	23	51	9,950

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Position Held in District	REMARKS
Belmont	Reading Teacher	1	ESEA, Title I	$ 8,542		
Cattaraugus	El. Corr. Reading Tchr.	1	ESEA, Title I	8,130		
	Sec. Corr. Math Teacher	1	ESEA, Title I	7,092		4 days/week; 1 day subs

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE (Administrative)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Belmont	13	180	3		X				X		
Cattaraugus	12	160	2								

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE (Administrative)

DISTRICT	Health Insurance Health Plan Riders	Dollars Per Person District Contributes Annually Single	Family	REMARKS	Other Insurance Type	Life Insurance Yes/No	Amount of Coverage	REMARKS
Cattaraugus	Statewide	$185.88	$475.80	Incl. Maj. Med.		No		

TABLE 11: SICK, PERSONAL AND CONDOLENCE LEAVE (Instructional)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Belmont	13	180	3		X				X		
Cattaraugus	12	160	2			X	4 death 3 sickness			X	Added to sick leave

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Instructional)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Staff Allowed /Yr. %	Staff Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid	REMARKS	Recog. of Grad. Hours: Rate	Blocks of Hrs.	Dates of Adjustment	REMARKS
Belmont	7		1		50		$ 13	1	Upon receipt of transcripts	

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE (Instructional)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per Person District Contributes Annually: Single	Family	REMARKS	Life Insurance: Type	Other Insurance: Yes/No	Amount of Coverage	REMARKS
Belmont	50-51XBR	$175.92	$251.40					
Cattaraugus	Statewide	185.88	475.80	Incl. Maj. Med.				

ADDENDA

TO

SALARIES AND FRINGE BENEFITS

PROFESSIONAL PERSONNEL

1973 - 1974

THE WESTERN NEW YORK REGIONAL OFFICE FOR EDUCATIONAL PLANNING
Board of Cooperative Educational Services
First Supervisory District, Erie County
455 Cayuga Road - Cheektowaga, New York 14225

THE WESTERN NEW YORK REGIONAL OFFICE FOR EDUCATIONAL PLANNING
Board of Cooperative Educational Services
First Supervisory District, Erie County
455 Cayuga Road - Cheektowaga, New York 14225

The districts appearing in this addenda are located in the following counties:

CATTARAUGUS COUNTY	CHAUTAUQUA COUNTY	ERIE COUNTY	ORLEANS COUNTY
Franklinville	Ripley	Williamsville	Lyndonville
Olean			

TABLE OF CONTENTS

		Page
Table 1:	Data on Students, Administrative and Instructional Personnel	1
Table 2:	Salaries of Central Administration Personnel	
	(A-110) Administrative Assistant	1
	(A-120) Assistant (Deputy) Superintendent (Principal) for Instruction	1
	(A-120) Director of Pupil Personnel Services	1
	(A-130) Assistant Superintendent (Principal) for Business (Certified)	2
	(A-130) Business Manager (Civil Service)	2
	(A-150) Director of Personnel	2
Table 3:	Salaries of Instructional Personnel, Regular Day School	
	(A-211) Senior High School Principal	2
	(A-211) Junior-Senior High School Principal	2
	(A-211) Junior High School Principal	2
	(A-211) Middle School Principal	3
	(A-211) Elementary School Principal	3
	(A-211) Assistant Senior High School Principal	3
	(A-211) Assistant Middle School Principal	3
	(A-212) Supervisor of Music	3
	(A-212) Supervisor of Physical Education	3
	(A-212) Other Supervisors	4
	(A-211) Department Head - Physical Education	4
	(A-291) Director of Guidance	4

Page

Table 3: Salaries of Instructional Personnel, Regular Day School (Cont.)

(A-291) Guidance Counselor 4
(A-292) Psychologist 5
(A-293) Attendance Supervisor (Officer) 5
(A-294) Physician 5
(A-294) Nurse - Teacher 5
(A-294) Nurse 5
(A-220) Classroom Teachers 6

Table 4: Salaries of Instructional Personnel, Special School

(A-311) Director of Adult Education 7
(A-311) Director (Principal) Summer School 7
(A-320) Adult Education Teachers 7
(A-320) Summer School Teachers 7
(A-320) Substitute Teachers 8

Table 5: Analysis of Teachers' Salaries by Steps 8

Table 7: Analysis of Federally Funded Positions 9

Table 8: Sick, Personal and Condolence Leave (Administrative) 9

Table 9: Sabbatical Leave and Recognition of Graduate Hours (Administrative) 10

Table 10: Health, Life and Other Insurance (Administrative) 10

Table 11: Sick, Personal and Condolence Leave (Instructional) 11

Table 12: Sabbatical Leave and Recognition of Graduate Hours (Instructional) 11

Table 13: Health, Life and Other Insurance (Instructional) 12

TABLE 1: DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

	STUDENTS					TEACHING PERSONNEL (A-220)				Administrative and Supervisory Personnel (A-110,120,130, 140,150,160 211,212)		Pupil Personnel Services (A-291,292, 293,294)	
DISTRICT	K (1/2 day)	K (full day)	1-6	7-12	TOTAL K - 12	K (1/2 day)	K-6	7-12	TOTAL K - 12	F.T.	P.T.	F.T.	P.T.
Franklinville		78	500	462	1,040		30	30	60	3*		2	2
Lyndonville		61	576	487	1,124		28	31	59	4		3	2
Olean	50	100	1,750	1,878	3,778	2	101	113	216	12		12	
Ripley		39	343	343	725		18	21	39	2		2	
Williamsville	758		5,275	5,728	11,761		355	203	558	40*		29	

*Includes Chief School Officer

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-110) ADMINISTRATIVE ASSISTANT			
Williamsville	8	$14,400	$23,072	No		
		(A-120) ASSISTANT (DEPUTY) SUPERINTENDENT (PRINCIPAL) FOR INSTRUCTION				
Williamsville	1		$31,729	No		
			(A-120) DIRECTOR OF PUPIL PERSONNEL SERVICES			
Williamsville	1		$29,183	No		

TABLE 2: SALARIES OF CENTRAL ADMINISTRATION PERSONNEL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
		(A-130) ASSISTANT SUPERINTENDENT (PRINCIPAL) FOR BUSINESS (CERTIFIED)				
Williamsville	1		$28,500	No		
		(A-130) BUSINESS MANAGER (CIVIL SERVICE)				
Olean	1		$15,000	No	Dist. Clerk	
		(A-150) DIRECTOR OF PERSONNEL				
Williamsville	1		$28,962	No		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL

		(A-211) SENIOR HIGH SCHOOL PRINCIPAL				
Olean	1		$21,420			
Ripley	1		$16,302	Yes		
Williamsville	2	$28,100	$28,518	No		
		(A-211) JUNIOR-SENIOR HIGH SCHOOL PRINCIPAL				
Franklinville	1		$17,500	No		
Lyndonville	1		$18,500	No		
		(A-211) JUNIOR HIGH SCHOOL PRINCIPAL				
Olean	1		$18,150			

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-211) MIDDLE SCHOOL PRINCIPAL			
Williamsville	3	$26,765	$29,403	No		
			(A-211) ELEMENTARY SCHOOL PRINCIPAL			
Franklinville	1		$17,800	No		
Lyndonville	1		$19,500	No		
Olean	5	$16,015	$19,795	No		
Ripley	1		$14,585	Yes		
Williamsville	7	$21,300	$26,153	No		
			(A-211) ASSISTANT SENIOR HIGH SCHOOL PRINCIPAL			
Williamsville	3	$19,320	$22,299	No		
			(A-211) ASSISTANT MIDDLE SCHOOL PRINCIPAL			
Williamsville	3	$20,603	$24,224	No		
			(A-212) SUPERVISOR OF MUSIC			
Olean	1		$13,532	Yes		
			(A-212) SUPERVISOR OF PHYSICAL EDUCATION			
Olean	1		$14,944	Yes		

89

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-212) OTHER SUPERVISORS			
Lyndonville	1		$16,027	Yes	Teacher	Science Coord.-11 mo.
Olean	1		$14,610	Yes		
Williamsville	9	$15,011	$22,687	Yes		Assignment includes .3 of classroom teaching time for each position. (subject coordinators)
			(A-211) DEPARTMENT HEAD - PHYSICAL EDUCATION			
Lyndonville			$ 500			4 teaching loads/day. 4 teachers in dept. Grade Level: K-12
			(A-291) DIRECTOR OF GUIDANCE			
Franklinville	1		$13,325	No		
Lyndonville	1		$17,279	Yes		11 months
Olean	1		$18,678	Yes		
Williamsville	1		$29,183	No		
			(A-291) GUIDANCE COUNSELOR			
Lyndonville	1		$10,970	Yes		10 months
Olean	5	$12,112	$18,427	Yes		
Ripley	1		$15,150			
Williamsville	21	$ 9,430	$19,483	Yes		

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-292) PSYCHOLOGIST			
Franklinville	.5					BOCES
Lyndonville			$ 2,000	No		Contracted as needed
Olean	2	$12,961	$13,748	Yes		
Williamsville	2	$16,358	$18,555	Yes		
			(A-293) ATTENDANCE SUPERVISOR (OFFICER)			
Olean	1		$10,765	Yes		
			(A-294) PHYSICIAN			
Franklinville			$ 3,800	No		
Lyndonville			$ 2,650	No		Contracted as needed
Olean			$10,150	No		
			(A-294) NURSE - TEACHER			
Franklinville	1		$13,000	Yes		
Lyndonville	1		$12,680	Yes		
Olean	3	$11,345	$12,956	Yes		
Williamsville	5	$ 8,430	$15,297	Yes		
			(A-294) NURSE			
Ripley	1		$11,910			

TABLE 3: SALARIES OF INSTRUCTIONAL PERSONNEL, REGULAR DAY SCHOOL (continued)

DISTRICT	Maximum Steps	Less Than Bachelor's Minimum	Less Than Bachelor's Maximum	Bachelor's Degree Minimum	Bachelor's Degree Maximum	Bachelor's + 30 hrs. Minimum	Bachelor's + 30 hrs. Maximum	Bachelor's + 60 hrs. Minimum	Bachelor's + 60 hrs. Maximum	Master's Degree Minimum	Master's Degree Maximum
(A-220) CLASSROOM TEACHERS											
Franklinville		No Schedule									
Lyndonville				$8,030	$13,430	$8,630	$14,030	$9,230	$14,630	$8,730	$14,130
Olean		$7,800	$11,965	$8,000	$12,575	$8,600	$13,585	$9,200	$14,595	+ 350	+ 350
Ripley	14			$7,800	$12,210	$8,400	$13,160	$8,900	$13,610	$8,500	$13,260
Williamsville	14			$8,430	$13,211	$9,019	$15,297	$9,609	$15,993	$9,694	$16,860

DISTRICT	Master's + 30 hrs. Minimum	Master's + 30 hrs. Maximum	Master's + 60 hrs. Minimum	Master's + 60 hrs. Maximum	Doctorate Degree Minimum	Doctorate Degree Maximum	Other Minimum	Other Maximum	Longevity Incr. Year Earned	Longevity Incr. Amount
Franklinville	No Schedule									
Lyndonville	$ 9,330	$14,730								
Ripley	$ 9,000	$13,710								
Williamsville	$10,284	$17,461	$10,874	$18,063					17	$ 492
									21	492
									25	492
									29	492

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL

DISTRICT	Number Employed	ACTUAL MINIMUM SALARY To Be Paid	ACTUAL MAXIMUM SALARY To Be Paid	Tied to Teacher's Salary	Other Positions Held in District	REMARKS
			(A-311) DIRECTOR OF ADULT EDUCATION			
Olean			$ 1,250	No	Ind. Arts	
Williamsville	1		$29,033	No		
			(A-311) DIRECTOR (PRINCIPAL) SUMMER SCHOOL			
Williamsville		$ 3,037	$ 3,100	No		

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
			(A-320) ADULT EDUCATION TEACHERS		
Olean	$7.50				
Williamsville	$5.50				
			(A-320) SUMMER SCHOOL TEACHERS		
Olean	$7.50				
Williamsville			$28.00 $58.00		.1 of annual salary based upon 33-day summer school program (BA to MA + 42 - 13th step)

TABLE 4: SALARIES OF INSTRUCTIONAL PERSONNEL, SPECIAL SCHOOL (continued)

DISTRICT	SALARY Per Hour	SALARY Per Class Period	SALARY Per Day	SALARY Per Week	REMARKS
			(A-320) SUBSTITUTE TEACHERS		
Franklinville			$38.50		
Lyndonville			$27.00		Uncertified (used only if necessary)
			$30.00		Certified
Olean			$35.50		
Ripley			$26.00		Uncertified (out of state)
			$30.00		Certified (N.Y.S.)
Williamsville			$30.00		

93

TABLE 5: ANALYSIS OF TEACHERS' SALARIES BY STEPS

DISTRICT	Steps 1-3 No.	%	Steps 4-7 No.	%	Steps 8-11 No.	%	Steps 12-14 No.	%	Steps 15 and Up No.	%	Total No.	Mean Salary
Franklinville				No Schedule								$10,030
Lyndonville	17	28.8	15	25.4	7	11.9	5	8.5	15	25.4	59	$11,058
Olean	42	19.4	46	21.3	39	18.0	31	14.4	58	26.9	216	$11,641
Ripley	12	31.0	11	28.0	4	10.0	8	21.0	4	10.0	39	$10,042
Williamsville	71	12.7	166	29.8	107	19.2	119	21.3	95	17.0	558	$13,860

TABLE 7: ANALYSIS OF FEDERALLY FUNDED POSITIONS

DISTRICT	Title of Position	Number Employed	Federal Act of Title Funding Position	ACTUAL SALARY 1973-1974	Other Positions Held in District	REMARKS
Lyndonville	Fed. Program Director	.4	Title I & Migrant	$ 6,000	Teacher	Summer Sch. Director
Olean	El. Librarian	1	ESEA, Title I	$ 9,985		
	Remedial Reading	2	ESEA, Title I	$10,755-$15,185		
	Sch. Psychologist	1	ESEA, Title I	$13,748		
	Audio-Visual	1	ESEA, Title I	$ 8,950		
Ripley	Teacher Aide	2	ESEA, Title I	$2.10/hr.		

TABLE 8: SICK, PERSONAL AND CONDOLENCE LEAVE (Administrative)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Franklinville	12	150	2			X	5		X		
Lyndonville	15	120	3			X	5		X		
Olean	12	170	3	3		X	3		X		
Ripley	10	164	2			X			X		
Williamsville	18	150	8			X	*			X	*coverage under Personal Leave

TABLE 9: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Administrative)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Allowed /Yr. %	Allowed /Yr. No.	Hosp. Cont.	Percent Annual Salary Paid	Recog. of Grad. Hours: Rate	Blocks of Hrs.	Dates of Adjustment
Franklinville	7			Yes	50	20	1	Sept. & Feb.
Ripley	10		reasonable % per contract	Yes	50	100	6	Sept. 100% Feb. 50%

TABLE 10: HEALTH, LIFE AND OTHER INSURANCE (Administrative)

DISTRICT	Health Insurance: Health Plan Riders	Dollars Per Person District Contributes Annually: Single	Family	REMARKS	Other Insurance: Type	Life Insurance: Yes/No	Amount of Coverage
Franklinville		185.88	495.80				
Lyndonville	BC 50/51 Prescrip.	186.48	520.80				
Olean		198.48	502.80	1.00 co-pay drug			
Ripley	NYS Statewide	185.88	475.80				
Williamsville	50/51	90%	90%	Maj. Med.$2.02 - single $2.78 - family		X	

Sb

TABLE 11: SICK, PERSONAL AND CONDOLENCE LEAVE (Instructional)

DISTRICT	Sick Leave Days Per Year	Sick Leave Total Days Accum.	Personal (Emergency) Leave Days Per Year	Personal (Emergency) Leave Total Days Accum.	Personal Leave Deducted from Sick Leave? Yes	Personal Leave Deducted from Sick Leave? No	Condolence Leave Days Per Year	Condolence Leave Days Per Incid.	Cond. Leave Deducted from Sick Leave? Yes	Cond. Leave Deducted from Sick Leave? No	REMARKS
Franklinville	12	150	2			X	5		X		
Lyndonville	15	185	3			X	5		X		
Olean	10	170	3	3		X	3		X		
Ripley	10	164	2			X			X		
Williamsville	15	165	8			X	*			X	*coverage under Personal Leave

TABLE 12: SABBATICAL LEAVE AND RECOGNITION OF GRADUATE HOURS (Instructional)

DISTRICT	Sabbatical Leave: Yrs. Serv. to be Eligible	Sabbatical Leave: Allowed /Yr. %	Sabbatical Leave: Allowed /Yr. No.	Sabbatical Leave: Hosp. Cont.	Sabbatical Leave: Percent Annual Salary Paid	Recog. of Grad. Hours: Rate	Recog. of Grad. Hours: Blocks of Hrs.	Recog. of Grad. Hours: Dates of Adjustment
Franklinville	7			Yes	50	20	1	Sept. & Feb.
Lyndonville						20	1	Sept. & Jan.
Olean	7		2	Yes	50	120	6	Yearly
Ripley	10	reasonable % per contract		Yes	50	100	6	Sept. 100% Feb. 50%
Williamsville							6	Sept. & March

TABLE 13: HEALTH, LIFE AND OTHER INSURANCE (Instructional)

DISTRICT	Health Insurance: Health Plan Riders	Health Insurance: Dollars Per Person District Contributes Annually: Single	Health Insurance: Dollars Per Person District Contributes Annually: Family	REMARKS	Other Insurance: Type	Life Insurance: Yes/No	Life Insurance: Amount of Coverage
Franklinville		185.88	495.80				
Lyndonville	BC 50/51 Prescrip.	186.48	520.80				
Olean		198.48	502.80	effec. 1/1/74			
Ripley	NYS Statewide	185.88	475.80				
Williamsville	50/51	90%	90%	Maj. Med.$2.02 - single $2.78 - family		X	

97